

NOAA's National Weather Service

FY 2002 Affirmative Employment Accomplishment Report *and*
FY 2003 Plan Update for Minorities and Women



FY 2002

NOAA's NATIONAL WEATHER SERVICE

FY 2002 AFFIRMATIVE EMPLOYMENT PROGRAM FOR MINORITIES AND WOMEN

EXECUTIVE SUMMARY

The Affirmative Employment Accomplishment Report and Plan Update for Minorities and Women is an annual report required by the Equal Employment Opportunity Commission's (EEOC), Management Directive 714, dated October 1987. Section 717, Title VII of the Civil Rights Act of 1964, as amended, and Executive Order 11478, as amended by Executive Order 12106, are legal authority for Developing Affirmative Employment Program Plans and Accomplishment Reports for Minorities and Women. This report was prepared by the National Oceanic and Atmospheric Administration's (NOAA's) National Weather Service Equal Employment Opportunity Office Manager with input from Headquarters Affirmative Employment Program Coordinators.

The information contained in this report identifies NOAA's National Weather Service accomplishments during FY 2002, by providing employment opportunities to minorities and women and by explaining efforts to increase women and minority participation. This report provides a Work Force Analysis by Equal Employment Opportunity Groups that identifies specific areas of minority employment accomplishments or shortfalls.

This statistical data was received from the NOAA Civil Rights Office, and is categorized by mission-related occupations and accomplishments by grades, and divided into EEO group comparisons by Professional, Administrative, Technical, Clerical, Other White Collar and Blue Collar (PATCOB) and mission-related occupations. Each category is then compared to the National Civilian Labor Force (NCLF) using 1990's census statistics.

In FY 2001, the total work force population of NOAA's National Weather Service was 4704; the population increased in FY 2002 to 4808. The most significant positive changes were seen in the Administrative Occupational Category (+72) and Professional Occupational Category (+40). The most significant negative changes occurred in the Technical Occupational Category (-14) and Clerical Occupational Category (-3).

When NOAA's National Weather Service overall work force is compared to the NCLF, 7 of the 9 EEO Groups (White women, Black men, Black women, Hispanic men, Hispanic women, Asian American/Pacific Islander Women, and American Indian/Alaskan Native women) remain below NCLF's percentages.

NATIONAL WEATHER SERVICE

FY 2002 AFFIRMATIVE EMPLOYMENT PROGRAM FOR MINORITIES AND WOMEN

Executive Summary (Con't)

(FY 2002 NWS/NCLF Comparison Chart)

EEO Group	NWS %	NCLF %	Difference
White Men	75.0% (3607)	42.6%	32.4%
White Women	13.1% (630)	35.3%	-22.2%
Black Men	2.8% (134)	4.9%	-2.1%
Black Women	2.5% (122)	5.4%	-2.9%
Hispanic Men	2.1% (101)	4.8%	-2.7%
Hispanic Women	0.7% (35)	3.3%	-2.6%
Asian American/Pacific Islander Men	2.1% (100)	1.5%	0.6%
Asian American/Pacific Islander Women	0.8% (40)	1.3%	-0.5%
American Indian/Alaskan Native Men	0.6% (29)	0.3%	0.3%
American Indian/Alaskan Native Women	0.2% (10)	0.3%	-0.1%

White men provide the greatest representation across four of the six PATCOB categories in the NOAA's National Weather Service work force, with the exception of the Other White Collar and Clerical categories. White men are underrepresented (3) in the Clerical category. White men represent 27 of the 32 personnel in the Executive Levels and 1824 of the 2199 personnel in the GS/GM 13-15 grade levels.

NOAA's National Weather Service is committed to taking the steps necessary to improve its recruitment efforts to increase the representation of minorities and women. We have committed valuable resources to minority organizations and Minority Serving Institutions in an effort to increase the representation minorities and women in the Weather Service. We will continue to support conferences, career fairs, and workshops, and provide employment opportunities for minorities and women.

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AFFIRMATIVE EMPLOYMENT PROGRAM FOR MINORITIES AND WOMEN

OVERVIEW

I. INTRODUCTION

This report provides an overview of the NOAA National Weather Service (NOAA NWS), FY 2002 Affirmative Employment Program Accomplishments Report for Minorities and Women and Plan Update prepared under the direction of the NOAA's NWS Equal Employment Opportunity (EEO) Program Office.

II. PURPOSE

The FY 2002 Accomplishment Report analyzes NOAA's NWS accomplishments in employment and advancement opportunities for minorities and women. Specifically, this plan includes the following NOAA's NWS offices and regions: Assistant Administrator; Climate, Water, and Weather Services; Hydrologic Development; Science and Technology; Operational Systems; Eastern; Western; Central; Southern; Pacific; Alaska; and National Center for Environmental Prediction..

III. AUTHORITY

The legal authority for developing Affirmative Employment Program Plans and Accomplishment Reports for Minorities and Women is derived from Section 717, Title VII of the Civil Rights Act of 1964, as amended and Executive Order 11478, as amended by Executive Order 12106.

Guidance on preparing the Accomplishment Report is contained in the Equal Employment Opportunity Commission's (EEOC) Management Directive 714, dated October 6, 1987. Additional guidance is issued to Operating Units by the U.S. Department of Commerce, Office of Civil Rights. Special acknowledgment to Marlene Edge, EEOC Philadelphia, for technical assistance during fiscal year 2002.

IV. DATA SOURCE

The statistics used to prepare this Accomplishment Report are provided by the National Oceanic and Atmospheric Administration (NOAA) personnel database system. Statistics are compared with the National Civilian Labor Force data and the Occupation-Specific Civilian Labor Force statistics from the Census Bureau to determine if minorities and women are under represented in NOAA's NWS's Occupational Categories, Mission-Related Occupations, and Grade Groupings. In addition, every NOAA's NWS submits a report outlining their noteworthy activities during the year. Information is consolidated from these reports and compiled into the NOAA's NWS plan. Information from this plan is used to prepare the NOAA-wide plan.

AFFIRMATIVE EMPLOYMENT PROGRAM ACCOMPLISHMENT REPORT

OVERVIEW (Continued)

5. FY 2002 ACCOMPLISHMENT REPORT SECTIONS

A. Cover Page

This page contains the name and address of the organization, the number of employees at NOAA's National Weather Service (NOAA's NWS) as of September 30, 2002, the name and title of the individual responsible for completing the report, and the name and title of the organization head.

B. Work Force Analysis

This section provides a narrative about the employment of Equal Employment Opportunity (EEO) groups in Occupational Categories, Mission-Related Occupations and Grade Groupings as compared with the National Civilian Labor Force (NCLF) data. EEO groups in this study include the following: White men and women, Black men and women, Hispanic men and women, American Indian/Alaskan Native men and women, and Asian American/Pacific Islander men and women.

Statistical data was provided by the NOAA Civil Rights Office on September 30, 2002. The 1990 census NCLF statistics were used for analyzing this information.

C. Accomplishment Report of Objectives and Action Items

This section documents progress on achievement of objectives and action items outlined in the NOAA's National Weather Service (NWS) FY 2001 Affirmative Employment Program Plan for Minorities and Women.

D. Noteworthy Accomplishments and Activities

This section highlights the NOAA's NWS's achievements in employment and advancement opportunities for minorities and women during FY 2002.

VI. FY 2003 PLAN UPDATE

A. Planned Changes for FY 2003

This section identifies changes and planned updates to the NOAA's NWS affirmative employment plan that will be implemented during FY 2003.

FY 2002 AFFIRMATIVE EMPLOYMENT PROGRAM ACCOMPLISHMENT REPORT

OVERVIEW (Continued)

VI. APPENDICES

Appendix A: 2002 ACCOMPLISHMENTS BY OCCUPATIONAL CATEGORIES (PATCOB)

Appendix B: 2002 ACCOMPLISHMENTS BY MISSION-RELATED OCCUPATIONS

Appendix C: 2002 ACCOMPLISHMENTS BY GRADE GROUPINGS

Appendix D: DISTRIBUTION OF EEO GROUPS AND COMPARISON BY PATCOB AS OF SEPTEMBER 30, 2002

Appendix E: DISTRIBUTION OF EEO GROUPS AND COMPARISON BY MISSION-RELATED OCCUPATIONS AS OF SEPTEMBER 30, 2002

Appendix F: 2002 PROMOTIONS BY PATCOB

Appendix G: MICA DISTRIBUTION OF EEO GROUPS AND COMPARISON BY PATCOB AS OF SEPTEMBER 2002

Appendix H: MICA DISTRIBUTION OF EEO GROUPS AND COMPARISON BY MISSION-RELATED OCCUPATIONS AS OF SEPTEMBER 2002

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REPORT FOR FISCAL YEAR 2002**

COVER PAGE

- ◆ WORK FORCE ANALYSIS
- ◆ ACCOMPLISHMENT REPORT ON OBJECTIVES AND ACTION ITEMS
- ◆ NOTEWORTHY ACTIVITIES AND INITIATIVES

National Weather Service

NAME OF ORGANIZATION

Silver Spring Metro Center #2
1325 East-West Highway, Room 11348
Silver Spring, Maryland 20910

ADDRESS OF ORGANIZATION

ORGANIZATIONAL LEVEL:

AGENCY MOC X REGION COMMAND INSTALLATION
HEADQUARTERS

NUMBER OF EMPLOYEES COVERED BY PLAN:

TOTAL 4808
PROFESSIONAL 2815 ADMINISTRATIVE 645 TECHNICAL 1194
CLERICAL 82 OTHER WHITE COLLAR 67 BLUE COLLAR 5

Hope Hasberry, EEO Program Specialist

(301) 713-0692

Contact/Person Preparing Form

Telephone Number

Rufus Caruthers, EEO Program Manager

(301) 713-0692

Name and Title of Principal EEO Official

Telephone Number

Signature of Principal EEO Official

Date

This signature certifies that this report is in compliance with EEO-MD-714.

John J. Kelly, Jr.
John J. Kelly, Jr.

Assistant Administrator

6/3/03
6/3/03

Name and Title of Head of Organization or Designated Official

Signature of Head of Organization or Designated Official

Date

This signature certifies that this report is in compliance with EEO-MD-714.

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WORK FORCE ANALYSIS

Introduction

The National Weather Service (NWS) is one of five line offices within NOAA. The NWS provides weather, hydrologic, and climate forecasts and warnings for the United States, its territories, adjacent waters, and ocean areas for the protection of life and property and the enhancement of the national economy. NWS data and products form a national information data base and infrastructure which can be used by other governmental agencies, the private sector, the public, and the global community.

Employment Analysis

This report reviews the NWS workforce profile by the following categories: Occupational Categories, Mission-Related Occupations, and Grade Groupings. Data for these categories is supported by two comparisons: (1) the EEO groups of the NWS were compared with EEO groups of the National Civilian Labor Force (NCLF) to determine underrepresentation at NWS and (2) mission-related groups of the NWS were compared with occupation-specific groups of the NCLF to determine underrepresentation at NWS.

An analysis of the NOAA employment statistics dated September 30, 2002, shows an increase in the NWS workforce from 4707 permanent employees in FY 2001 to 4808 permanent employees in FY 2002. The number of employees in the Professional, Administrative, and Other White Collar occupational categories increased. The Blue Collar occupational category remained the same. The number of employees in all other occupational categories decreased. The most significant increase in the number of employees is seen in the Administrative occupational category (+72). *Reference Appendix A.*

- ◆ Professional occupational category increased by 1.4% (+40).
- ◆ Administrative occupational category increased by 12.6% (+72).
- ◆ Technical occupational category decreased by 1.2% (-14).
- ◆ Clerical occupational category decreased by 3.5% (-3).
- ◆ Other White Collar occupational category increased by 15.5% (+9).
- ◆ Blue Collar occupational category remained the same.

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WORK FORCE ANALYSIS (Continued)

Men comprise 82.6% (3971) and women comprise 17.4% (837) of the National Weather Service (NWS) total workforce. The percentage of men increased by 1.5% (+60) and the percentage of women increased by 17.4% (+44). The following list represents an overview of changes within all occupational categories for FY 2001. *Reference Appendix A.*

- ◆ White men increased by 1.3% (+45).
- ◆ White women increased by 4.3% (+26).
- ◆ Black men increased by 6.3% (+8).
- ◆ Black women increased by 8.9% (+10).
- ◆ Hispanic men increased by 1.0% (+1).
- ◆ Hispanic women increased by 20.7% (+6).
- ◆ Asian American/Pacific Islander men increased by 5.3% (+5).
- ◆ Asian American/Pacific Islander women increased by 11.1% (+4).
- ◆ American Indian/Alaskan Native men increased by 3.6% (+1).
- ◆ American Indian/Alaskan Native women decreased by 16.7% (-2).

The number of employees in the Meteorologist, Electronics Engineer, Electronics Technician, Physical Scientist, Information Technologist, and Hydrologist occupations increased. The number of employees in the Meteorologist Technician occupational category decreased. *Reference Appendix B.*

- ◆ Meteorologist increased by 0.6% (+14).
- ◆ Meteorologist Technician decreased by 3.6% (-22).
- ◆ Electronics Engineer increased by 7.9% (+5).
- ◆ Electronics Technician increased by 4.3% (+16).
- ◆ Physical Scientist increased by 4.2% (+4).
- ◆ Information Technologist increased by 13.4% (+55).
- ◆ Hydrologist increased by 3.6% (+10).

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WORK FORCE ANALYSIS (Continued)

A comparison of the National Weather Service (NWS) workforce and the National Civilian Labor Force (NCLF) shows the percentage of White men, Asian American/Pacific Islander men, and American/Pacific Islander men are higher than the NCLF percentage. The percentage for all other Equal Employment Opportunity (EEO) groups was lower than the NCLF percentage.

Reference Appendix A.

EMPLOYMENT

EEO Group	NWS %	NCLF %	Difference
White Men	75.0% (3607)	42.6%	32.4%
White Women	13.1% (630)	35.3%	-22.2%
Black Men	2.8% (134)	4.9%	-2.1%
Black Women	2.5% (122)	5.4%	-2.9%
Hispanic Men	2.1% (101)	4.8%	-2.7%
Hispanic Women	0.7% (35)	3.3%	-2.6%
Asian American/Pacific Islander Men	2.1% (100)	1.5%	0.6%
Asian American/Pacific Islander Women	0.8% (40)	1.3%	-0.5%
American Indian/Alaskan Native Men	0.6% (29)	0.3%	0.3%
American Indian/Alaskan Native Women	0.2% (10)	0.3%	-0.1%

**AFFIRMATIVE EMPLOYMENT PROGRAM FOR MINORITIES AND WOMEN
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WORK FORCE ANALYSIS

**Changes in Representation of Equal Employment Opportunity (EEO) Groups by
Occupational Categories from FY 2001 to FY 2002**

This section describes the occupational categories at National Weather Service (NWS) and shows significant changes in representation of EEO groups in NWS's occupational categories. The occupational categories at NWS are as follows: Professional, Administrative, Technical, Clerical, Other White Collar, and Blue Collar (PATCOB).

Professional

Professional occupations include the following: Electronics Engineers, General Engineers, Hydrologists, Meteorologists, and Physical Scientists. These positions require knowledge in a field of learning acquired through education or training equivalent to a Bachelor's degree or a higher level degree.

The number of NWS employees in the Professional occupational category increased from 2775 in FY 2001 to 2815 in FY 2002. This represents a 1.4% increase in the Professional occupational category (+40 employees). This occupational category is the largest group of employees in the NWS workforce. Among these employees, men comprise 89.2% (2512) and women comprise 10.8% (303). The number of men increased by 0.5% (+12) and the number of women increased by 10.2% (+28). *Reference Appendix A.*

Electronic Engineers (+5) and Hydrologists (+10) mission-related occupational categories increased. Meteorologists (+14) and Physical Scientists (+4) mission-related occupational categories increased. No statistical data was provided for General Engineers. *Reference Appendix B.*

White men comprise 83.5% (2351) of employees in the Professional occupational category. *Reference Appendix A.*

- ◆ White men increased by 0.3% (+7).
- ◆ White women increased by 9.6% (+22).
- ◆ Black men increased by 4.5% (+2).
- ◆ Black women increased by 3.6% (+1).
- ◆ Hispanic men increased by 3.9% (+2).
- ◆ Hispanic women increased by 33.3% (+2).
- ◆ Asian American/Pacific Island men increased by 1.9% (+1).
- ◆ Asian American/Pacific Island women increased by 27.3% (+3).
- ◆ American Indian/Alaskan Native men remained the same.
- ◆ American Indian/Alaskan Native women remained the same.

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**WORK FORCE ANALYSIS
(Continued)**

Administrative

Administrative occupations include the following: Information Technologists and Program Analysts. These positions require analytical abilities and the understanding of principles, concepts, and practices within administration and management.

The number of National Weather Service (NWS) employees in the Administrative occupational category increased from 573 in FY 2001 to 645 in FY 2002. This represents a 12.6% increase in the Administrative occupational category (+72 employees). This occupational category is the third largest group of employees in the NWS workforce. Among these employees, men comprise 71.5% (461) and women comprise 28.5% (184). The number of men increased by 14.7% (+59) and the number of women increased by 7.6% (+13). *Reference Appendix A.*

Employment in the Information Technologist (+55) mission-related occupational category increased. No statistical data was provided for Program Analysts. *Reference Appendix B.*

The percentage of White men in the Administrative occupational category for FY 2001 was 59.5% (384). *Reference Appendix A.*

- ◆ White men increased by 14.3% (+48).
- ◆ White women increased by 4.2% (+5).
- ◆ Black men increased by 15.8% (+6).
- ◆ Black women increased by 16.1% (+5).
- ◆ Hispanic men remained the same.
- ◆ Hispanic women increased by 28.6% (+2).
- ◆ Asian American/Pacific Islander increased by 33.3% (+5).
- ◆ Asian American/Pacific Islander women increased by 18.2% (+2).
- ◆ American Indian/Alaskan Native men remained the same.
- ◆ American Indian/Alaskan Native women decreased by 50.0% (-1).

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**WORK FORCE ANALYSIS
(Continued)**

Technical

Technical positions include the following: Meteorological Technician and Electronics Technician. These positions require scientific non-routine work associated with supporting employees in Professional occupations.

The number of National Weather Service (NWS) employees in the Technical occupational category decreased from 1208 in FY 2001 to 1194 in FY 2002. This represents a 1.2% decrease in the Technical occupational category (-14 employees). This occupational category is the second largest group of employees in the NWS workforce. Among these employees, men comprise 80.0% (955) and women comprise 20.0% (239). The number of men decreased by 1.6% (-16) and the number of women increased by 0.8% (+2). *Reference Appendix A.*

Employment in the Meteorological Technician mission-related occupational category decreased by 3.6% (-22). Electronics Technician employment increased by 4.3% (+16). *Reference Appendix B.*

The percentage of White men in the Technical occupational category for FY 2002 was 70.4% (841). *Reference Appendix A.*

- ◆ White men decreased by 1.4% (-12).
- ◆ White women increase by 0.5% (+1).
- ◆ Black men decreased by 2.4% (-1).
- ◆ Black women increased by 5.0% (+1).
- ◆ Hispanic men decreased by 5.7% (-2).
- ◆ Hispanic women remained the same.
- ◆ Asian American/Pacific Islander men remained the same.
- ◆ Asian American/Pacific Islander women remained the same.
- ◆ American Indian/Alaskan Native men decreased by 5.6% (-1).
- ◆ American Indian/Alaskan Native women remained the same.

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**WORK FORCE ANALYSIS
(Continued)**

Clerical

The Clerical occupations include the following: Secretaries, Typing Clerks, and Office Automation Clerks. These positions require structured work in support of office, business, or fiscal operations.

The number of National Weather Service (NWS) employees in the Clerical occupational category decreased from 85 in FY 2001 to 82 in FY 2002. This represents a 3.5% decrease in the Clerical occupational category (-3 employee). This occupational category is the fourth largest group of employees in the NWS workforce. Among these employees, men comprise 4.9% (4) and women comprise 95.1% (78). The number of men decreased by 20.0% (-1) and the number of women decreased by 2.5% (-2). *Reference Appendix A.*

No statistical breakdown was provided for Secretaries, Typing Clerks, and Office Automation Clerks. *Reference Appendix B.*

The percentage of White men in the Clerical occupational category for FY 2002 was 3.7% (3). *Reference Appendix A.*

- ◆ White men remained the same.
- ◆ White women decreased by 12.2% (-5).
- ◆ Black men decreased by 50.0% (-1).
- ◆ Black women increased by 10.0% (+3).
- ◆ *Hispanic men remained the same.
- ◆ Hispanic women increased by 50.0% (+1).
- ◆ *Asian American/Pacific Islander men remained the same.
- ◆ Asian American/Pacific Islander women remained the same.
- ◆ *American Indian/Alaskan Native men remained the same.
- ◆ American Indian/Alaskan Native women decreased by 33.3% (-1).

**Were not represented.*

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**WORK FORCE ANALYSIS
(Continued)**

Other White Collar

Other White Collar occupations include the following: Student Trainees, Guards, and Crafts and Trades Specialists. These positions require professional responsibilities specific to each occupation.

The number of National Weather Service (NWS) employees in the Other White Collar occupational category decreased from 14 in FY 2001 to 6 in FY 2001. This represents a 57.1% decrease in the Clerical occupational category (-8 employees). This occupational category is the fifth largest group of employees in the NWS workforce. Among these employees, men comprise 33.3% (2) and women comprise 66.7% (4). The number of men decreased by 71.4% (-5) and the number of women decreased by 42.9% (-3). *Reference Appendix A.*

No statistical breakdown was provided for Student Trainers, Guards, and Crafts and Trades Specialists. *Reference Appendix B.*

The percentage of White men in the Other White Collar occupational category for FY 2001 was 16.7% (1). *Reference Appendix A.*

- ◆ White men increased by 9.5% (+2).
- ◆ White women increased by 13.0% (+3).
- ◆ Black men increased by 100.0% (+2).
- ◆ Black women remained the same.
- ◆ Hispanic men increased by 33.3% (+1).
- ◆ Hispanic women increased by 100.00% (+1).
- ◆ Asian American/Pacific Islander men decreased by 33.3% (-1).
- ◆ Asian American/Pacific Islander women decreased by 50% (-1).
- ◆ American Indian/Alaskan Native men increased by 200.0% (+2).
- ◆ American Indian/Alaskan Native women remained the same.

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**WORK FORCE ANALYSIS
(Continued)**

Blue Collar

Blue Collar occupations include the following: Electrician, Plumber, and Facilities Maintenance. These positions require professional training specific to each occupation.

The number of National Weather Service (NWS) employees in the Blue Collar occupational category remained the same as in FY 2002 (1). Men represent 100% (5).

No statistical breakdown was provided for Electrician, Plumber, and Facilities Maintenance. *Reference Appendix B.*

The percentage of White men in the Blue Collar occupational category for FY 2002 was 100% (1). *Reference Appendix A.*

◆ All areas remained the same.

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WORK FORCE ANALYSIS

**Underrepresentation of Equal Employment Opportunity (EEO) Groups by
Occupational Categories Compared with the National Civilian Labor Force (NCLF) Data**

This section of the Accomplishment Report identifies those EEO groups that are underrepresented in the National Weather Service (NWS) occupational categories when compared with the National Civilian Labor Force (NCLF). Underrepresentation occurs when the percentage representation of an EEO group, for a given employment occupational category, is less than its corresponding percentage representation in the NCLF. Severe underrepresentation occurs when an EEO group is not represented in a given occupational category. *See Appendix D.*

Professional

Underrepresentation is reported for the following EEO groups:

- ◆ White women by 21.4%.
- ◆ Black men by 0.8%
- ◆ Black women by 2.2%.
- ◆ Hispanic men by 0.2%.
- ◆ Hispanic women by 1.1%.
- ◆ Asian American/Pacific Islander men by 1.6%.
- ◆ Asian American/Pacific Islander women by 1.4%
- ◆ American Indian/Alaskan Native women by 0.1%.

Administrative

Underrepresentation is reported for the following EEO groups:

- ◆ White women by 21.0%.
- ◆ Hispanic men by 0.9%.
- ◆ Hispanic women by 1.2%.
- ◆ American Indian/Alaskan Native women by 0.1%.

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**WORK FORCE ANALYSIS
(Continued)**

Technical

Underrepresentation is reported for the following EEO groups:

- ◆ White women by 26.7%.
- ◆ Black men by 0.2%
- ◆ Black women by 4.8%.
- ◆ Hispanic men by 0.4%.
- ◆ Hispanic women by 2.3%.
- ◆ Asian American/Pacific Islander women by 0.9%.
- ◆ American Indian/Alaskan Native women by 0.1%

Clerical

Underrepresentation is reported for the following EEO groups:

- ◆ White men by 10.3%.
- ◆ White women by 19.5%.
- ◆ Black men by 1.6%.
- ◆ *Hispanic men by 1.7%.
- ◆ Hispanic women by 1.5%.
- ◆ *Asian American/Pacific Islander men by 0.8%.
- ◆ *American Indian/Alaskan Native men by 0.1%.

****Were not represented.***

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**WORK FORCE ANALYSIS
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Other White Collar

Underrepresentation is reported for the following EEO groups:

- ◆ White men by 33.3%.
- ◆ Black men by 5.2%.

Blue Collar

Underrepresentation is reported for the following EEO groups:

- ◆ *White women by 9.8%.
- ◆ *Black men by 9.1%.
- ◆ *Black women by 2.2%.
- ◆ *Hispanic men by 8.7%.
- ◆ *Hispanic women by 1.5%.
- ◆ *Asian American/Pacific Islander men by 1.7%.
- ◆ *Asian American/Pacific Islander women by 0.5%.
- ◆ *American Indian/Alaskan Native men by 0.8%.
- ◆ *American Indian/Alaskan Native women by 0.2%.

*There is only five employee at National Weather Service
(NWS) in the Blue Collar occupational category, a White male.*

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**Changes in Representation of Equal Employment Opportunity (EEO) Groups by
Mission-Related Occupations from FY 2001 to FY 2002**

This section describes the mission-related occupations at National Weather Service (NWS) and shows significant changes in representation of EEO groups in the NWS's mission-related occupations. The mission-related occupations at NWS are as follows: Meteorologist, Meteorologist Technician, Electronics Engineer, Electronics Technician, Physical Scientist, Information Technologist, and Hydrologist.

Meteorologist (Series 1340)

A Meteorologist position requires a technical understanding of atmospheric and hydrologic sciences in preparation of forecasts, warnings, and public service duties.

The number of NWS employees in the Meteorologist mission-related occupational series increased from 144 in FY 2001 to 150 in FY 2001. This represents an 4.2% increase in the Meteorologist series (+6 employees). Among these employees, men comprise 85.3% (128) and women comprise 14.7% (22). The number of men increased by 5.8% (+7) and the number of women decreased by 4.3% (-1). White men comprise 80.7% (121). *Reference Appendix B.*

- ◆ White men increased by 4.3% (+5).
- ◆ White women decreased by 5.3% (-1).
- ◆ Black men remained the same.
- ◆ Black women remained the same.
- ◆ Hispanic men increased by 100.0% (+1).
- ◆ Hispanic women remained the same.
- ◆ Asian American/Pacific Islander men increased by 50.0% (+1).
- ◆ *Asian American/Pacific Islander women remained the same.
- ◆ *American Indian/Alaskan Native men remained the same.
- ◆ *American Indian/Alaskan Native women remained the same.

**Were not represented.*

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Meteorologist Technician (Series 1341)

A Meteorologist Technician position requires an understanding of atmospheric and hydrologic sciences, as well as the ability to provide public service duties and support in the collection, preparation, and dissemination of meteorological data and products.

The number of NWS employees in the Meteorologist Technicians mission-related occupational series decreased from 8 in FY 2001 to 7 FY 2002. This represents a 12.5% decrease in the Meteorologist Technicians series (-1 employee). Among these employees, men comprise 57.1% (4) and women comprise 42.9% (3). The number of men decreased by 20.0% (-1) and the number of women remained the same. White men comprise 57.1% (4). *Reference Appendix B.*

- ◆ White men decreased by 20.0% (-1).
- ◆ White women remained the same.
- ◆ *Black men remained the same.
- ◆ Black women remained the same.
- ◆ *Hispanic men remained the same.
- ◆ *Hispanic women remained the same.
- ◆ *Asian American/Pacific Islander men remained the same.
- ◆ *Asian American/Pacific Islander women remained the same.
- ◆ *American Indian/Alaskan Native men remained the same.
- ◆ *American Indian/Alaskan Native women remained the same.

**Were not represented.*

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**WORK FORCE ANALYSIS
(Continued)**

Electronics Engineer (Series 855)
--

An Electronics Engineer position requires an understanding of sound engineering practices and technical expertise in program management and oversight.

The number of National Weather Service (NWS) employees in the Electronics Engineer mission-related occupational series decreased from 71 in FY 2001 to 63 in FY 2002. This represents an 11.3% decrease in the Electronics Engineer series (-8 employees). Among these employees, men comprise 92.1% (58) and women comprise 7.9% (5). The number of men decreased by 10.8% (-7) and the number of women decreased by 16.7% (-1). White men comprise 73.0% (46). *Reference Appendix B.*

- ◆ White men decreased by 9.8% (-5).
- ◆ White women remained the same.
- ◆ Black men decreased by 33.3% (-2).
- ◆ *Black women decreased by 100.0% (-1).
- ◆ Hispanic men remained the same.
- ◆ *Hispanic women remained the same.
- ◆ Asian American/Pacific Islander men remained the same.
- ◆ Asian American/Pacific Islander women remained the same.
- ◆ American Indian/Alaskan Native men remained the same.
- ◆ *American Indian/Alaskan Native women remained the same.

**Were not represented.*

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Electronics Technician (Series 856)
--

An Electronics Technician position requires technical expertise in hardware diagnostics, maintenance, and repair.

The number of National Weather Service (NWS) employees in the Electronics Technician mission-related occupational series decreased from 60 in FY 2001 to 55 in FY 2002. This represents an 8.3% decrease in the Electronics Technician series (-5 employees). Among these employees, men comprise 96.4% (53) and women comprise 3.6% (2). The number of men decreased by 8.6% (-5) and the number of women remained the same. White men comprise 81.8% (45). *Reference Appendix B.*

- ◆ White men decreased by 8.2% (-4).
- ◆ White women remained the same.
- ◆ Black men decreased by 25.0% (-1).
- ◆ *Black women remained the same.
- ◆ Hispanic men remained the same.
- ◆ *Hispanic women remained the same.
- ◆ Asian American/Pacific Islander men remained the same.
- ◆ *Asian American/Pacific Islander women remained the same.
- ◆ American Indian/Alaskan Native men remained the same.
- ◆ *American Indian/Alaskan Native women remained the same.

**Were not represented.*

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**WORK FORCE ANALYSIS
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Physical Scientist (Series 1301)

A Physical Scientist position requires an understanding of atmospheric and hydrologic sciences as well as expertise in management and administrative policy and procedures.

The number of National Weather Service (NWS) employees in the Physical Scientist mission-related occupational series increased from 54 in FY 2001 to 62 in FY 2002. This represents a 14.8% increase in the Physical Scientist series (+8 employees). Among these employees, men comprise 85.5% (53) and women comprise 14.5% (9). The number of men increased by 10.4% (+5) and the number of women increased by 50.0% (+3). White men comprise 79.0% (49).

Reference Appendix B.

- ◆ White men increased by 11.4% (+5).
- ◆ White women increased by 16.7% (+1).
- ◆ Black men remained the same.
- ◆ Black women increased by 200.0% (+2).
- ◆ *Hispanic men remained the same.
- ◆ *Hispanic women remained the same.
- ◆ Asian American/Pacific Islander men remained the same.
- ◆ *Asian American/Pacific Islander women remained the same.
- ◆ *American Indian/Alaskan Native men remained the same.
- ◆ *American Indian/Alaskan Native women remained the same.

**Were not represented.*

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Information Technologist (Series 2210)

A Information Technologist position requires the ability to draw flow charts, write operating procedures, develop data documentation, create test data, and make changes to existing software systems.

The number of National Weather Service (NWS) employees in the Information Technologist mission-related occupational series increased from 167 in FY 2001 to 172 in FY 2002. This represents a 3.0% increase in the Information Technologist series (+5 employees). Among these employees, men comprise 70.9% (122) and women comprise 29.1% (50). The number of men increased by 3.4% (+4) and the number of women increased by 2.0% (+1). White men comprise 57.0% (98). *Reference Appendix B.*

- ◆ White men increased by 4.3% (+4).
- ◆ White women increased by 3.6% (+1).
- ◆ Black men increased by 15.4% (+2).
- ◆ Black women remained the same.
- ◆ Hispanic men remained the same.
- ◆ Hispanic women remained the same.
- ◆ Asian American/Pacific Islander men decreased by 25.0% (-2).
- ◆ Asian American/Pacific Islander women remained the same.
- ◆ *American Indian/Alaskan Native men remained the same.
- ◆ *American Indian/Alaskan Native women remained the same.

**Were not represented.*

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Hydrologist (Series 1315)

A Hydrologist position requires an understanding of hydrologic sciences in preparation of forecasts, warnings, and public service duties.

The number of National Weather Service (NWS) employees in the Hydrologist mission-related occupational series decreased from 35 in FY 2001 to 33 in FY 2002. This represents a 5.7% decrease in the Hydrologist series (-2 employees). Among these employees, men comprise 84.8% (28) and women comprise 15.2% (5). The number of men decreased by 6.7% (-2) and the number of women remained the same. White men comprise 75.8% (25). *Reference Appendix B.*

- ◆ White men decreased by 7.4% (-2).
- ◆ White women remained the same.
- ◆ Black men remained the same.
- ◆ Black women remained the same.
- ◆ Hispanic men remained the same.
- ◆ *Hispanic women remained the same.
- ◆ Asian American/Pacific Islander men remained the same.
- ◆ *Asian American/Pacific Islander women remained the same.
- ◆ *American Indian/Alaskan Native men remained the same.
- ◆ *American Indian/Alaskan Native women remained the same.

**Were not represented.*

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**Underrepresentation of Equal Employment Opportunity (EEO) Groups by
Mission-Related Occupations Compared With the
National Civilian Labor Force (NCLF) Data**

This section identifies EEO groups that are underrepresented within National Weather Service (NWS) mission-related occupations when compared with the NCLF. Under-representation occurs when the percentage representation of an EEO group, for a given employment occupational category, is less than its corresponding percentage representation in the National Civilian Labor Force (NCLF). Severe underrepresentation occurs when an EEO group is not represented in a given occupational category. *Reference Appendix E.*

Meteorologist (Series 1340)

Underrepresentation is reported for the following EEO groups:

- ◆ White women by 2.8%.
- ◆ Black men by 1.4%.
- ◆ Hispanic women by 0.5%.
- ◆ Asian American/Pacific Islander men by 1.2%.
- ◆ Asian American/Pacific Islander women by 0.3%.
- ◆ American Indian/Alaskan Native men by 0.1%.

****Were not represented. American Indian/Alaskan Native women were not represented but were not underrepresented according to the NCLF percentage.***

Meteorologist Technician (Series 1341)

Underrepresentation is reported for the following EEO groups:

- ◆ White women by 2.8%.
 - ◆ Black men by 1.1%.
 - ◆ Black women by 2.0%.
 - ◆ Hispanic men by 1.1%.
 - ◆ Hispanic women by 2.0%.
 - ◆ Asian American/Pacific Islander men by 2.4%.
 - ◆ Asian American/Pacific Islander me by 2.2%.
 - ◆ *American Indian/Alaskan Native women by 0.2%.
- *Were not represented.***

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Electronics Engineer (Series 855)
--

Underrepresentation is reported for the following EEO groups:

- ◆ White men by 6.2%.
- ◆ White women by 0.2%.
- ◆ *Hispanic women by 0.4%.

****Were not represented.*** American Indian/Alaskan Native women were not represented but were not underrepresented according to the NCLF percentage.

Electronics Technician (Series 856)
--

Underrepresentation is reported for the following EEO groups:

- ◆ White women by 6.2%.
- ◆ Black men by 1.9%.
- ◆ Black women by 1.4%.
- ◆ Hispanic men by 1.0%.
- ◆ Hispanic women by 1.0%.
- ◆ Asian American/Pacific Islander men by 2.7%.
- ◆ Asian American/Pacific Islander women by 0.6%.
- ◆ *American Indian/Alaskan Native women by 0.1%.

****Were not represented.***

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**WORK FORCE ANALYSIS
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Physical Scientist (Series 1301)

Underrepresentation is reported for the following EEO groups:

- ◆ White women by 10.3%.
- ◆ Black men by 1.3%.
- ◆ Black women by 0.3%.
- ◆ *Hispanic women by 0.4%.
- ◆ *American Indian/Alaskan Native men by 0.2%.
- ◆ *American Indian/Alaskan Native women by 0.2%.

**Were not represented.*

Information Technologist (Series 2210)

Underrepresentation is reported for the following EEO groups:

- ◆ White women by 15.0%.
- ◆ Hispanic men by 0.4%.
- ◆ Hispanic women by 0.2%.
- ◆ Asian American/Pacific Islander men by 0.2%.
- ◆ Asian American/Pacific Islander women by 0.7%.
- ◆ *American Indian/Alaska Native women by 0.1%.

**Were not represented.*

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Hydrologist (Series 1315)

Underrepresentation is reported for the following EEO groups:

- ◆ White women by 10.6%.
- ◆ Black men by 0.5%.
- ◆ Black women by 0.9%.
- ◆ Hispanic men by 0.5%.
- ◆ Asian American/Pacific Islander women by 0.4%.
- ◆ *American Indian/Alaskan Native men by 0.2%.

**Were not represented.*

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**Representation of Equal Employment Opportunity (EEO) Groups by
Grade Groupings as of September 30, 2002**

As of September 30, 2002, there were 4808 employees in the National Weather Service (NWS) total work force. This section shows representation of EEO groups by Grade Groupings. A detailed analysis of each Grade group is provided. *Reference Appendix C.*

Grade Range	2001 #	2002 #
GS 1-4	34	43
GS 5-8	369	389
GS 9-12	2153	2140
GS/GM 13-15	2114	2199
Executive Levels	29	32
Blue Collar	5	5

In comparing FY 2001 and FY 2002, the following results were reached:

- ◆ GS 1-4 grade range increased by 26.5% (+9).
- ◆ GS 5-8 grade range increased by 5.4% (+20).
- ◆ GS 9-12 grade range decreased by 0.6% (-13).
- ◆ GS/GM 13-15 grade range increased by 4.0% (+85).
- ◆ Executive Levels grade range increased by 10.3% (+3).
- ◆ Blue Collar grade range remained the same.

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**WORK FORCE ANALYSIS
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General Schedule 1-4

- ◆ Total employment decreased by 26.5% (+9).
- ◆ Total men remained the same.
- ◆ Total women increased by 52.9% (+9)
- ◆ White men increased by 8.3% (+1).
- ◆ White women increased by 66.7% (+8).
- ◆ Black men remained the same.
- ◆ Black women increased by 50.0% (+1).
- ◆ Hispanic men decreased by 50.0% (-1).
- ◆ Hispanic women increased by 100.0% (+1).
- ◆ Asian American/Pacific Islander men decreased by 100.0% (-1).
- ◆ *Asian American/Pacific Islander women remained the same..
- ◆ American Indian/Alaskan Native men increased by 100.0% (+1).
- ◆ American Indian/Alaskan Native women decreased by 50.0% (-1).

** Were not represented.*

General Schedule 5-8

- ◆ Total employment increased by 5.4% (+20).
- ◆ Total men increased by 20.0% (+19).
- ◆ Total women increased by 0.4% (+1).
- ◆ White men increased by 17.9% (+14).
- ◆ White women decreased by 3.0% (-6).
- ◆ Black men remained the same.
- ◆ Black women increased by 14.6% (+6).
- ◆ Hispanic men increased by 100.0% (+2).
- ◆ Hispanic women increased by 14.3% (+2).
- ◆ Asian American/Pacific Islander men increased by 66.7% (+2).
- ◆ Asian American/Pacific Islander women decreased by 7.7% (-1).
- ◆ American Indian/Alaskan Native men increased by (+1).
- ◆ American Indian/Alaskan Native women remained the same.

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General Schedule 9-12

- ◆ Total employment decreased by 0.6% (-13).
- ◆ Total men decreased by 1.5% (-27).
- ◆ Total women increased by 4.8% (+14).
- ◆ White men decreased by 1.8% (-31).
- ◆ White women increased by 3.9% (+9).
- ◆ Black men decreased by 6.3% (+4).
- ◆ Black women increased by 2.6% (+1).
- ◆ Hispanic men decreased by 3.6% (-2).
- ◆ Hispanic women increased by 27.3% (+3)
- ◆ Asian American/Pacific Islander men increased by 7.5% (+3).
- ◆ Asian American/Pacific Islander women increased by 18.2% (+2).
- ◆ American Indian/Alaskan Native men decreased by 4.5% (-1).
- ◆ American Indian/Alaskan Native women decreased by 25.0% (-1).

General Service/GM 13-15

- ◆ Total employment increased by 4.0% (+85).
- ◆ Total men increased by 3.4% (+65).
- ◆ Total women increased by 9.7% (+20).
- ◆ White men increased by 3.3% (+59).
- ◆ White women increased by 9.3% (+15).
- ◆ Black men increased by 6.3% (+3).
- ◆ Black women increased by 6.9% (+2).
- ◆ Hispanic men increased by 5.1% (+2).
- ◆ Hispanic women remained the same.
- ◆ Asian American/Pacific Islander men increased by 2.0% (+1).
- ◆ Asian American/Pacific Islander women increased by 25.0% (+3).
- ◆ American Indian/Alaskan Native men remained the same.
- ◆ American Indian/Alaskan Native women remained the same.

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Executive Levels

- ◆ Total employment increased by 10.3% (+3).
- ◆ Total men increased by 11.1% (+3).
- ◆ Total women remained the same.
- ◆ White men increased by 8.0% (+2).
- ◆ White women remained the same.
- ◆ Black men increased by 100.0% (+1).
- ◆ Black women remained the same.
- ◆ Hispanic men remained the same.
- ◆ *Hispanic women remained the same.
- ◆ *Asian American/Pacific Islander men remained the same.
- ◆ *Asian American/Pacific Islander women remained the same.
- ◆ *American Indian/Alaskan Native men remained the same.
- ◆ *American Indian/Alaskan Native women remained the same.

* *Were not represented.*

Blue Collar

- ◆ Total employment remained the same.
- ◆ Total men remained the same.
- ◆ *Total women remained the same.
- ◆ White men remained the same.
- ◆ *White women remained the same.
- ◆ *Black men remained the same.
- ◆ *Black women remained the same.
- ◆ *Hispanic men remained the same.
- ◆ *Hispanic women remained the same.
- ◆ *Asian American/Pacific Islander men remained the same.
- ◆ *Asian American/Pacific Islander women remained the same.
- ◆ *American Indian/Alaskan Native men remained the same.
- ◆ *American Indian/Alaskan Native women remained the same.

* *Were not represented.*

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NOTEWORTHY ACTIVITIES/INITIATIVES

Highlighted below are initiatives and activities that NOAA's National Weather Service participated in during FY 2002 in an effort to improve the representation of minorities and women in its workforce.

- In FY 2002 NOAA's National Weather Service met its goal to increase the representation of women and minorities by 1% of its total workforce population.
- NOAA's National Weather Service Headquarters promoted 158 minorities and women in FY 2002.
- The NOAA's National Weather Service's Equal Employment Opportunity Program Office, placed an advertisement, developed by the Weather Services' Office of Hydrologic Development (OHD), into the Winter edition of the National Society for Black Engineers magazine. The article publicizes the different career opportunities offered in the OHD.
- Representatives from the NOAA's National Weather Service have visited and/or contacted over 25 Minority Serving Institutions in 2002. The goal was to develop new relationships and/or sustain the ones which were already in place. The colleges and universities included: North Carolina A&T, North Carolina Central University, Jackson State University, University of Maryland-Baltimore Campus, Little Big Horn College, Stone Child College, Haskell Indian Nations College, Elizabeth City State University, Central State University, St. Augustine College, Allen University, Benedict College, Morris College, South Carolina State University, Norfolk State University, Hampton University, Virginia State University, Virginia Union University, St. Paul's University, City College of the City University of New York, Bronx Community College, University of Puerto-Mayaguez, Lehman College, LaGuardia College in Queens, Florida International University, and University of Hawaii.
- The American Meteorological Society, in cooperation with NOAA's National Weather Service has developed an Online Weather Studies Program for Minorities Serving Institutions. The program is designed to attract individuals, especially individuals from underrepresented groups, into the geoscience field of study. The Weather Service's Training Center hosted the Implementation Workshop for the college instructors in FY 2002. Several Weather Service offices have been in contact with the colleges and universities participating in the program to offer further assistance.

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NOTEWORTHY ACTIVITIES/INITIATIVES (Continued)

- NOAA's National Weather Service provided monetary support (\$20,000) to the Society for the Advancement of Chicanos and Native Americans in Science organization.
- NOAA's NWS's Alaska Region selected a non-minority female as the new Deputy Regional Director.
- A representative from the Alaska Region participated in a job shadow program called "Gear Up" that was organized by the school district. It consisted of Junior High School students from King Cove and Sand Point. The Job Shadow program allows students to go into various businesses around town for a day to learn more about what training is needed and the duties and responsibilities/expectations of the jobs.
- The Meteorologist-In-Charge of the Weather Forecast Office in San Juan participate in a meeting on science and technology sponsored by NOAA's National Weather Service and the University of Puerto Rico (UPR) Mayaguez campus. UPR continues with plans to establish a graduate program in Atmospheric Science, and this meeting helped to refocus on the local WFO science and technology needs. The meeting was also part of the Climate Change Studies proposal which NOAA-NWS funded through the DOC and UPR Memorandum of Understanding.
- The EEO focal point at the Weather Forecast Office in Tallahassee represented NOAA's NWS at the North Florida Hispanic Association Educational Fair where he discussed career in science. He also gave a talk and distributed literature to residents of the Tallahassee Senior Citizens' Center, the Smith-Williams Senior Center and the Dick Howser Children's Center. Since many of their residents have disabilities, these talks focused on special weather impacts and career opportunities for those with disabilities.
- A representative from the Weather Forecast Office in Tallahassee spoke in Spanish about careers in science to a predominantly Hispanic audience at Quincy, Florida, Middle School and at the Florida State University Hispanic student brown bag lecture series.
- A representative from the Weather Forecast Office in Brownsville, TX, worked with the Physics Department of South Texas Community College (STCC), a Hispanic Serving Institution, to help them present justification for adding a general meteorology course to the curriculum. STCC has an enrollment of between 15-18 thousand students. There is presently no college or university in deep south Texas that offers any courses in meteorology.
- The Pacific Region hired an Asian American female as Director of the International Tsunami Information Center.

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NOTEWORTHY ACTIVITIES/INITIATIVES (Continued)

- Representatives from the Western Region attended the American Indian Science and Engineering Society Conference and Career Fair in Albuquerque, NM, November 16-17, 2001. Several Minority Serving Institutions were represented at this conference.
- Western Region sponsored non-technical training in such areas as Management Leadership, EEO, Special Emphasis Programs, Diversity, Communications, etc.
- The Office of Operational Systems prepared introduction letters to submit to Minority Serving Institutions and minority professional organizations in an effort to establish partnerships with respect to internship and employment opportunities.
- The NOAA NOAA's National Weather Services participated in the NOAA Undergraduate Scholarship Program with Minority Serving Institutions.
- NOAA's National Weather Service hired a Black male, whose in the Senior Executive Service, as Chief of its Training Division.

**AFFIRMATIVE EMPLOYMENT PROGRAM FOR MINORITIES AND WOMEN
MULTI-YEAR AFFIRMATIVE EMPLOYMENT PROGRAM PLAN UPDATE
FOR FISCAL YEAR 2003**

NOAA's National Weather Service

NAME OF ORGANIZATION

Silver Spring Metro Center #2
1325 East-West Highway, Room 11348
Silver Spring, Maryland 20910

ADDRESS OF ORGANIZATION

ORGANIZATIONAL LEVEL:

AGENCY ___ MOC X REGION ___ COMMAND ___ INSTALLATION ___
HEADQUARTERS ___

NUMBER OF EMPLOYEES COVERED BY PLAN:

TOTAL 4808

PROFESSIONAL 2815 ADMINISTRATIVE 645 TECHNICAL 1194

CLERICAL 82 OTHER WHITE COLLAR 67 BLUE COLLAR 5

Hope Hasberry, EEO Program Specialist

(301) 713-0692

Contact/Person Preparing Form

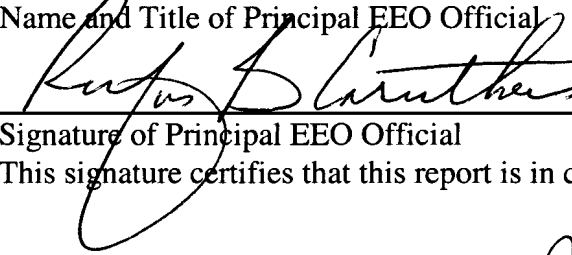
Telephone Number

Rufus Caruthers, EEO Program Manager

(301) 713-0692


Name and Title of Principal EEO Official

Telephone Number


Signature of Principal EEO Official

5/15/03
Date:

This signature certifies that this report is in compliance with EEO-MD-714.

 John J. Kelly, Jr. Assistant Administrator

Name and Title of Head of Organization or Designated Official

6/3/03

Signature of Head of Organization or Designated Official

Date:

This signature certifies that this report is in compliance with EEO-MD-714.



U.S. DEPARTMENT OF COMMERCE
National Oceanic and Atmospheric Administration
NATIONAL WEATHER SERVICE
1325 East-West Highway
Silver Spring, Maryland 20910-3283
THE DIRECTOR

JUN 3 2003

MEMORANDUM FOR: All NWS Employees

FROM:

John J. Kelly, Jr.

SUBJECT:

Equal Employment Opportunity Policy Statement

The policy of the National Oceanic and Atmospheric Administration's National Weather Service is to provide equal access to employment regardless of race, color, religion, sex, national origin, age, sexual orientation, or physical or mental disability.

Discrimination may be displayed through disparate treatment, disparate impact, or retaliation. Disparate treatment occurs when an employee is intentionally treated differently than others who hold or are applying for similar jobs. Disparate treatment can occur in any area of employment including hiring, discipline, performance appraisal, termination, working conditions, or benefits. Disparate impact occurs when employment policies or procedures appear neutral but have a negative effect on a group with a common race, color, religion, sex, national origin, age, sexual orientation, or disability status. Retaliation occurs when management takes action against an employee because the employee participated in the Equal Employment Opportunity (EEO) complaint process or opposed agency actions believed to be discriminatory.

As an employee, it is important to understand, and utilize when necessary, the discrimination-complaint process and seek the assistance of an EEO representative without fear of retaliation. Should you believe you have been the victim of unlawful discrimination, you may contact the NOAA Office of Civil Rights at (voice) 301-713-0500 or 1-800-452-6728, (TDD) 301-713-0982, or (fax) 301-713-0983.

For more information on what constitutes a violation of EEO, visit the NOAA Civil Rights Office's web site at <http://www.ofa.noaa.gov/~civilr/eeopol.htm>.



AFFIRMATIVE EMPLOYMENT PROGRAM FOR MINORITIES AND WOMEN

DELEGATION OF AUTHORITY

UPDATE

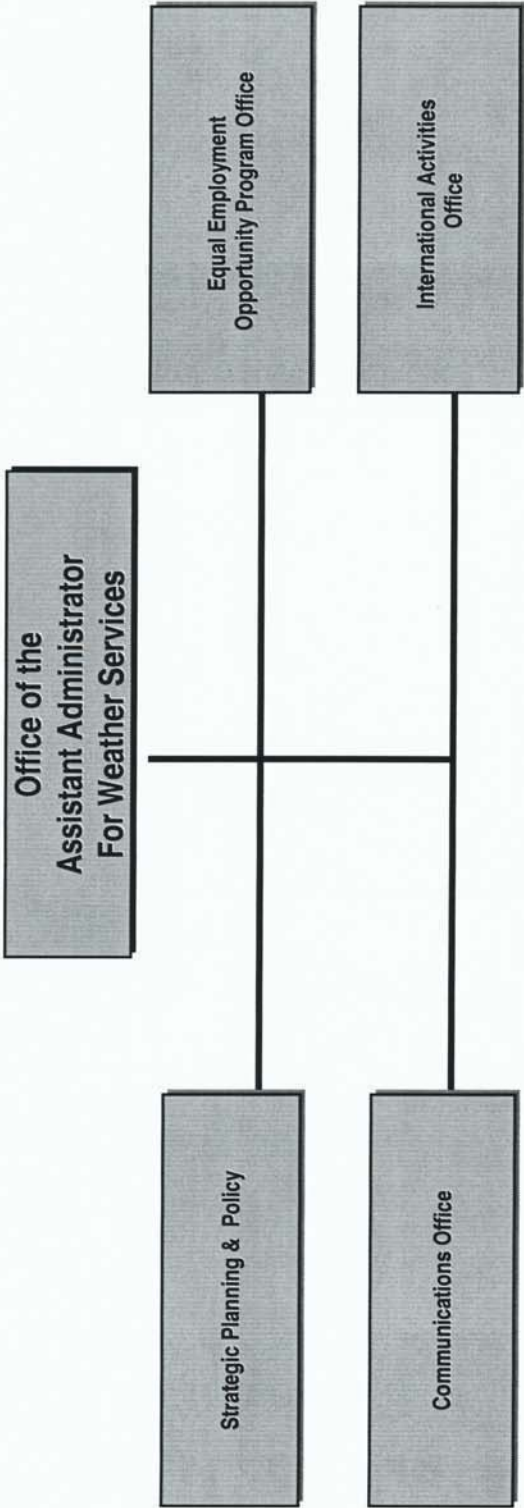
The Equal Employment Opportunity Program office reports directly to the Deputy Assistant Administrator of NOAA's National Weather Service. The DAA has been delegated these responsibilities by the Assistant Administrator. The EEO Program office has regional responsibilities for the regional EEO programs. The DAA is recognized as the EEO Officer for the entire agency. The DAA ensures: EEO is a part of management's decision-making process and EEO performance is appropriately addressed in the performance appraisals of managers and supervisors and those with EEO responsibilities.

The Assistant Administrator, Deputy Assistant Administrator, Regional and Headquarters Office Directors, Regional EEO Managers, and Affirmative Employment Coordinators work closely with the EEO Program office to administer activities and programs within their designated areas of responsibility. Guidance and oversight is given by the EEO Program Manager.

AFFIRMATIVE EMPLOYMENT PROGRAM FOR MINORITIES AND WOMEN

NOAA NATIONAL WEATHER SERVICE

ORGANIZATIONAL CHART

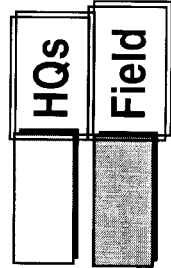
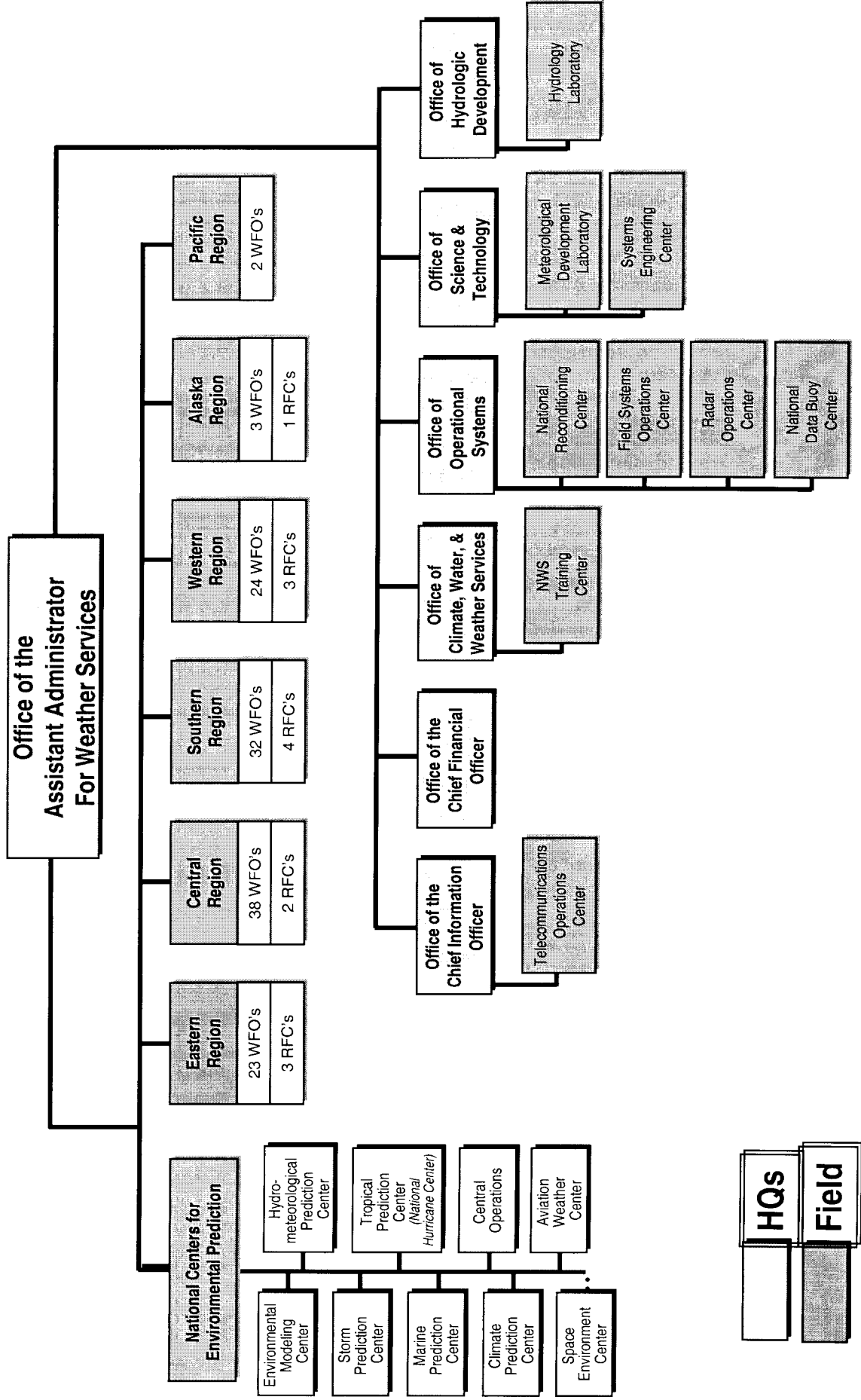


Hqs Staff Offices

AFFIRMATIVE EMPLOYMENT PROGRAM FOR MINORITIES AND WOMEN

NOAA NATIONAL WEATHER SERVICE

ORGANIZATIONAL CHART





U.S. DEPARTMENT OF COMMERCE
National Oceanic and Atmospheric Administration
NATIONAL WEATHER SERVICE
1325 East-West Highway
Silver Spring, Maryland 20910-3283
THE DIRECTOR

JUN 3 2003

MEMORANDUM FOR: All NWS Employees

FROM: *John. J. Kelly, Jr.* *John E. Jones, Jr.*
SUBJECT: Sexual Harassment Policy Statement

The policy of the National Oceanic and Atmospheric Administration's National Weather Service is to provide a work environment free of sexual harassment where all employees are treated with respect.

Sexual harassment is defined as deliberate or repeated unsolicited and unwelcome verbal comments, gestures, or physical contacts of a sexual nature. The Equal Employment Opportunity Commission has specifically defined two types of sexual harassment, quid pro quo and hostile environment, which are illegal behaviors. Quid pro quo harassment occurs when an unwelcome sexual advance is directly or indirectly made a requirement of employment or when an employment decision is based on submission to, or rejection of, unwelcome sexual advances. A hostile environment occurs when unwelcome sexual conduct is intended to, or unreasonably interferes with an employee's work performance, or creates an intimidating, hostile, or offensive work environment.

Managers and supervisors must take a strong stand against such behavior and demonstrate, through immediate action, that this type of behavior will not be tolerated. If you believe you are a victim of sexual harassment, you should seek guidance from an Equal Employment Opportunity (EEO) Manager or contact an EEO Counselor in the NOAA Civil Rights Office at (voice) 301-713-0500 or 1-800-452-6728, (TDD) 301-713-0982, or (fax) 301-713-0983.

You can use the discrimination-complaint process and seek the assistance of an EEO representative without fear of retaliation. For more information on what constitutes sexual harassment, visit the NOAA Civil Rights Office's web site at <http://www.ofa.noaa.gov/~civilr/eeopol.htm>.



AFFIRMATIVE EMPLOYMENT PROGRAM FOR MINORITIES AND WOMEN

STATEMENT OF ADEQUATE MONITORING/EVALUATION SYSTEM

UPDATE

Our monitoring and evaluation system includes up-to-date- reports generated from the National Finance Center databases. The reports contain agency wide information on accessions, separations, promotions, awards, etc. The reports are analyzed by the EEO Program office staff to monitor Affirmative Employment Program status and goal accomplishments. The Deputy Assistant Administrator schedules monthly Underrepresentation Council meetings with Headquarter and Regional Directors and EEO Program office staff to evaluate the progress of the program.

AFFIRMATIVE EMPLOYMENT PROGRAM FOR MINORITIES AND WOMEN

PROGRAM ANALYSIS

UPDATE

This section identifies underrepresentation in terms of manifest imbalances and conspicuous absences by EEO groups. Manifest imbalances (MI) occurs when the representation of an EEO group is substantially below its representation in the NCLF. Conspicuous absence (CA) occurs when an EEO group is nearly or totally nonexistent from a particular occupation or PATCOB category.

Managers and supervisors should identify manifest imbalances and conspicuously (MICA) absent levels of underrepresentation, using this report, before filling vacancies. Thus, targeted outreach efforts should be geared towards groups for which MICA levels have been identified in this report.

To determine the degree of underrepresentation of EEO groups, divide the percent of representation of the minority group or women in the workforce in a PATCOB category/occupational series by the percent of representation of the same minority group or women in the NCLF and multiply by 100. The result is the underrepresentation index or U.I.

If the U.I. is 0-10%, there is a conspicuous absence (CA) or the EEO group is nearly or totally nonexistent from a particular occupation or PATCOB category. If the U.I. is 11%-99%, this represents a manifest imbalance (MI) or the representation of an EEO group is substantially below its representation in the NCLF. A U.I. of 100% is parity in the work force.

Reference Appendix G

	WM	WW	BM	BW	HM	HW	AM	AW	AIM	AIW
Professional		MI	MI	MI	MI	MI	MI	MI		MI
Administrative		MI			MI	MI				MI
Technical		MI	MI	MI	MI	MI		MI		MI
Clerical	MI	MI	MI		CA	MI	CA		CA	
Other	MI		MI							
Blue Collar		CA	CA	CA	CA	CA	CA	CA	CA	

AFFIRMATIVE EMPLOYMENT PROGRAM FOR MINORITIES AND WOMEN

PROGRAM ANALYSIS (Con't)

UPDATE

Reference Appendix H

	WM	WW	BM	BW	HM	HW	AM	AW	AIM	AIW
Meteorologist		MI	MI			MI	MI	MI		
Meteorologist Tech.		MI	MI	MI	MI	CA	MI	CA		CA
Electronics Engineer	MI	MI				CA				
Electronics Tech.		MI	MI	MI	MI	CA	MI	MI		CA
Physical Scientist		MI	MI	MI		CA			CA	CA
Information Technologist		MI			MI	MI	MI	MI		CA
Hydrologist		MI	MI	MI	MI			MI	CA	

**AFFIRMATIVE EMPLOYMENT PROGRAM FOR MINORITIES AND WOMEN
ACCOMPLISHMENT REPORT OF OBJECTIVES AND ACTION ITEMS
UPDATE**

PROGRAM ELEMENT: ORGANIZATION AND RESOURCES

PROBLEM BARRIER STATEMENT: Underrepresentation of White women, Black, Hispanic, Asian American/Pacific Islander, and American Indian/Alaskan Native men and women

OBJECTIVE: Create a standard for measuring the NOAA's NWS's commitment to and concern for EEO issues.

RESPONSIBLE OFFICIAL: Assistant Administrator (AA) for NOAA's National Weather Services.

TARGET DATE: 9/30/2003

<u>Action Items</u>	<u>Responsible Official</u>	<u>Target Date</u>
1. Meet quarterly with Headquarters and Regional EEO Program Managers to evaluate EEO Program progress nationwide.	EEO Program Office, AEP Coordinators, and EEO Managers	9/30/2003

**AFFIRMATIVE EMPLOYMENT PROGRAM FOR MINORITIES AND WOMEN
ACCOMPLISHMENT REPORT OF OBJECTIVES AND ACTION ITEMS
UPDATE**

PROGRAM ELEMENT: RECRUITMENT AND HIRING

PROBLEM BARRIER STATEMENT: Underrepresentation of White women, Black, Hispanic, Asian American/Pacific Islander, and American Indian/Alaskan Native applicants.

OBJECTIVE: To increase the representation of minorities and women by 1% in FY 2003.

RESPONSIBLE OFFICIAL: Assistant Administrator (AA) for NOAA's National Weather Services.

TARGET DATE: 9/30/2003

<u>Action Items</u>	<u>Responsible Official</u>	<u>Target Dates</u>
1. Develop National Affirmative Employment Plan.	AA and EEO Program Office	9/30/2003
2. Develop National Recruitment Plan.	AA, EEO Program office, and Human Resources Office	9/30/2003
3. Place career opportunity bulletin in women and minority publications and journals.	AA and all Regional and Headquarters offices	9/30/2003
4. Increase the representation of minorities and women by 1%.	AA and all Regional and Headquarters offices	9/30/2003
5. Use student programs to hire minorities and women into entry-level positions	AA and all Regional and Headquarters offices	9/30/2003
6. Conduct annual recruitment trips to specific MSIs in order to reach more minorities and women	AA and all Regional and Headquarters offices	9/30/2003

**AFFIRMATIVE EMPLOYMENT PROGRAM FOR MINORITIES AND WOMEN
ACCOMPLISHMENT REPORT OF OBJECTIVES AND ACTION ITEMS
UPDATE**

PROGRAM ELEMENT: EMPLOYEE DEVELOPMENT

PROBLEM BARRIER STATEMENT: Underrepresentation of White women, Black, Hispanic, Asian American/Pacific Islander, and American Indian/Alaskan Native men and women at the GS-13 and above level.

OBJECTIVE: Improve the representation of minorities and women in all grades.

RESPONSIBLE OFFICIAL: Assistant Administrator (AA) for NOAA's National Weather Service.

TARGET DATE: 9/30/2003

<u>Action Item</u>	<u>Responsible Official</u>	<u>Target Date</u>
1. Develop mandatory EEO and Sexual Harassment Training Policy.	AA, NWS Executive Board, EEO Program Office	9/30/2003
2. Disseminate EEO and Sexual Harassment policy statement to all employees.	AA and EEO Program Office	9/30/2003
3. Encourage Managers and Supervisors to use developmental staffing strategies to recruit, hire, and advance minorities and women.	EEO Program Office, Human Resources Office	9/30/2003

APPENDIX A

2002 ACCOMPLISHMENTS BY OCCUPATIONAL CATEGORIES (PATCOB)

Occupational Category	Fiscal Year	Total Employees	White		Black		Hispanic		Asian American/ Pacific Islander		American Indian/ Alaskan Native		Totals	
			Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women
Professional	FY 01 #	2775	2344	228	44	28	51	6	53	11	8	2	2500	275
	% of 01 Total	59.0%	84.5%	8.2%	1.6%	1.0%	1.8%	0.2%	1.9%	0.4%	0.3%	0.1%	90.1%	9.9%
	FY 02 #	2815	2351	250	46	29	53	8	54	14	8	2	2512	303
	% of 02 Total	58.5%	83.5%	8.9%	1.6%	1.0%	1.9%	0.3%	1.9%	0.5%	0.3%	0.1%	89.2%	10.8%
	Diff. of 01/02 #s	40	7	22	2	1	2	2	1	3	0	0	12	28
Administrative	% Diff. of 01/02 #s	1.4%	0.3%	9.6%	4.5%	3.6%	3.9%	33.3%	1.9%	27.3%	0.0%	0.0%	0.5%	10.2%
	FY 01 #	573	336	120	38	31	11	7	15	11	2	2	402	171
	% of 01 Total	12.2%	58.6%	20.9%	6.6%	5.4%	1.9%	1.2%	2.6%	1.9%	0.3%	0.3%	70.2%	29.8%
	FY 02 #	645	384	125	44	36	11	9	20	13	2	1	461	184
	% of 02 Total	13.4%	59.5%	19.4%	6.8%	5.6%	1.7%	1.4%	3.1%	2.0%	0.3%	0.2%	71.5%	28.5%
Technical	Diff. of 01/02 #s	72	48	5	6	5	0	2	5	2	0	-1	59	13
	% Diff. of 01/02 #s	12.6%	14.3%	4.2%	15.8%	16.1%	0.0%	28.6%	33.3%	18.2%	0.0%	-50.0%	14.7%	7.6%
	FY 01 #	1208	853	192	41	20	35	13	24	8	18	4	971	237
	% of 01 Total	25.7%	70.6%	15.9%	3.4%	1.7%	2.9%	1.1%	2.0%	0.7%	1.5%	0.3%	80.4%	19.6%
	FY 02 #	1194	841	193	40	21	33	13	24	8	17	4	955	239
Clerical	% of 02 Total	24.8%	70.4%	16.2%	3.4%	1.8%	2.8%	1.1%	2.0%	0.7%	1.4%	0.3%	80.0%	20.0%
	Diff. of 01/02 #s	-14	-12	1	-1	1	-2	0	0	0	-1	0	-16	2
	% Diff. of 01/02 #s	-1.2%	-1.4%	0.5%	-2.4%	5.0%	-5.7%	0.0%	0.0%	0.0%	-5.6%	0.0%	-1.6%	0.8%
	FY 01 #	85	3	41	2	30	0	2	0	4	0	3	5	80
	% of 01 Total	1.8%	3.5%	48.2%	2.4%	35.3%	0.0%	2.4%	0.0%	4.7%	0.0%	3.5%	5.9%	94.1%
Other White Collar	FY 02 #	82	3	36	1	33	0	3	0	4	0	2	4	78
	% of 02 Total	1.7%	3.7%	43.9%	1.2%	40.2%	0.0%	3.7%	0.0%	4.9%	0.0%	2.4%	4.9%	95.1%
	Diff. of 01/02 #s	-3	0	-5	-1	3	0	1	0	0	0	-1	-1	-2
	% Diff. of 01/02 #s	-3.5%	0.0%	-12.2%	-50.0%	10.0%	0.0%	50.0%	0.0%	0.0%	0.0%	-33.3%	-20.0%	-2.5%
	FY 01 #	58	21	23	1	3	3	1	3	2	0	1	28	30
Other White Collar	% of 01 Total	1.2%	36.2%	39.7%	1.7%	5.2%	5.2%	1.7%	5.2%	3.4%	0.0%	1.7%	48.3%	51.7%
	FY 02 #	67	23	26	3	3	4	2	2	1	2	1	34	33
	% of 02 Total	1.4%	34.3%	38.8%	4.5%	4.5%	6.0%	3.0%	3.0%	1.5%	3.0%	1.5%	50.7%	49.3%
	Diff. of 01/02 #s	9	2	3	2	0	1	1	-1	-1	2	0	6	3
	% Diff. of 01/02 #s	15.5%	9.5%	13.0%	100.0%	0.0%	33.3%	100.0%	-33.3%	-50.0%	0.0%	0.0%	21.4%	10.0%

APPENDIX A

2002 ACCOMPLISHMENTS BY OCCUPATIONAL CATEGORIES (PATCOB)

Occupational Category	Fiscal Year	Total Employees	White		Black		Hispanic		Asian American/ Pacific Islander		American Indian/ Alaskan Native		Totals	
			Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women
Blue Collar	FY 01 #	5	5	0	0	0	0	0	0	0	0	0	5	0
	% of 01 Total	0.1%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%
	FY 02 #	5	5	0	0	0	0	0	0	0	0	0	5	0
	% of 02 Total	0.1%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%
	Diff. of 01/02 #s	0	0	0	0	0	0	0	0	0	0	0	0	0
Category Totals	% Diff. of 01/02 #s	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
	FY 01 #	4704	3562	604	126	112	100	29	95	36	28	12	3911	793
	% of 01 Total		75.7%	12.8%	2.7%	2.4%	2.1%	0.6%	2.0%	0.8%	0.6%	0.3%	83.1%	16.9%
	FY 02 #	4808	3607	630	134	122	101	35	100	40	29	10	3971	837
	% of 02 Total		75.0%	13.1%	2.8%	2.5%	2.1%	0.7%	2.1%	0.8%	0.6%	0.2%	82.6%	17.4%
Category Totals	Diff. of 01/02 #s	104	45	26	8	10	1	6	5	4	1	-2	60	44
	% Diff. of 01/02 #s	2.2%	1.3%	4.3%	6.3%	8.9%	1.0%	20.7%	5.3%	11.1%	3.6%	-16.7%	1.5%	5.5%

EEOC FORM 569

APPENDIX B

2002 ACCOMPLISHMENTS BY MISSION-RELATED OCCUPATIONS

Mission-Related Occupations	Fiscal Year	Total Employees	White		Black		Hispanic		Asian American/ Pacific Islander		American Indian/ Alaskan Native		Totals	
			Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women
Meteorologist Series 1340	FY 01 #	2282	1969	168	33	19	41	5	33	7	6	1	2082	200
	% of 01 Total	55.5%	86.3%	7.4%	1.4%	0.8%	1.8%	0.2%	1.4%	0.3%	0.3%	0.0%	91.2%	8.8%
	FY 02 #	2296	1966	179	34	20	42	6	33	9	6	1	2081	215
	% of 02 Total	54.8%	85.6%	7.8%	1.5%	0.9%	1.8%	0.3%	1.4%	0.4%	0.3%	0.0%	90.6%	9.4%
	Diff. of 01/02 #s	14	-3	11	1	1	1	1	0	2	0	0	-1	15
Meteorologist Technician Series 1341	% Diff. of 01/02 #s	0.6%	-0.2%	6.5%	100.0%	5.3%	2.4%	20.0%	0.0%	28.6%	0.0%	0.0%	-0.0%	7.5%
	FY 01 #	616	494	51	20	5	19	1	13	1	12	0	558	58
	% of 01 Total	15.0%	80.2%	8.3%	3.2%	0.8%	3.1%	0.2%	2.1%	0.2%	1.9%	0.0%	90.6%	9.4%
	FY 02 #	594	477	50	19	6	17	1	12	1	11	0	536	58
	% of 02 Total	14.2%	80.3%	8.4%	3.2%	1.0%	2.9%	0.2%	2.0%	0.2%	1.9%	0.0%	90.2%	9.8%
Electronics Engineer Series 855	Diff. of 01/02 #s	-22	-17	-1	-1	1	-2	0	-1	0	-1	0	-22	0
	% Diff. of 01/02 #s	-3.6%	-3.4%	-2.0%	-5.0%	20.0%	-10.5%	0.0%	-7.7%	0.0%	-8.3%	0.0%	-3.9%	0.0%
	FY 01 #	63	46	4	4	0	2	0	5	1	1	0	58	5
	% of 01 Total	1.5%	73.0%	6.3%	6.3%	0.0%	3.2%	0.0%	7.9%	1.6%	1.6%	0.0%	92.1%	7.9%
	FY 02 #	68	48	5	5	1	2	0	5	1	1	0	61	7
Electronics Technician Series 856	% of 02 Total	1.6%	70.6%	7.4%	7.4%	1.5%	2.9%	0.0%	7.4%	1.5%	1.5%	0.0%	89.7%	10.3%
	Diff. of 01/02 #s	5	2	1	1	1	0	0	0	0	0	0	3	2
	% Diff. of 01/02 #s	7.9%	4.3%	25.0%	25.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	5.2%	40.0%
	FY 01 #	368	313	14	12	1	13	0	8	2	5	0	351	17
	% of 01 Total	9.0%	85.1%	3.8%	3.3%	0.3%	3.5%	0.0%	2.2%	0.5%	1.4%	0.0%	95.4%	4.6%
Physical Scientist Series 1301	FY 02 #	384	324	15	14	1	15	0	8	1	6	0	367	17
	% of 02 Total	9.2%	84.4%	3.9%	3.6%	0.3%	3.9%	0.0%	2.1%	0.3%	1.6%	0.0%	95.6%	4.4%
	Diff. of 01/02 #s	16	11	1	2	0	2	0	0	-1	1	0	16	0
	% Diff. of 01/02 #s	4.3%	3.5%	7.1%	16.7%	0.0%	15.4%	0.0%	0.0%	-50.0%	20.0%	0.0%	4.6%	0.0%
	FY 01 #	96	73	11	1	2	2	0	5	2	0	0	81	15
Physical Scientist Series 1301	% of 01 Total	2.3%	76.0%	11.5%	1.0%	2.1%	2.1%	0.0%	5.2%	2.1%	0.0%	0.0%	84.4%	15.6%
	FY 02 #	100	72	15	1	2	3	0	6	1	0	0	82	18
	% of 02 Total	2.4%	72.0%	15.0%	1.0%	2.0%	3.0%	0.0%	6.0%	1.0%	0.0%	0.0%	82.0%	18.0%
	Diff. of 01/02 #s	4	-1	4	0	0	1	0	1	-1	0	0	1	3
	% Diff. of 01/02 #s	4.2%	-1.4%	36.4%	0.0%	200.0%	50.0%	0.0%	20.0%	-50.0%	0.0%	0.0%	1.2%	20.0%

APPENDIX B

2002 ACCOMPLISHMENTS BY MISSION-RELATED OCCUPATIONS

Mission-Related Occupations	Fiscal Year	Total Employees	White		Black		Hispanic		Asian American/ Pacific Islander		American Indian/ Alaskan Native		Totals	
			Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women
Information Technologist Series 334/2210	FY 01 #	411	287	49	25	15	9	4	13	8	1	0	335	76
	% of 01 Total	10.0%	69.8%	11.9%	6.1%	3.6%	2.2%	1.0%	3.2%	1.9%	0.2%	0.0%	81.5%	18.5%
	FY 02 #	466	330	50	28	15	9	4	19	10	1	0	387	79
	% of 02 Total	11.1%	70.8%	10.7%	6.0%	3.2%	1.9%	0.9%	4.1%	2.1%	0.2%	0.0%	83.0%	17.0%
	Diff. of 01/02 #s	55	43	1	3	0	0	0	6	2	0	0	52	3
Hydrologist Series 1315	% Diff. of 01/02 #s	13.4%	15.0%	2.0%	12.0%	0.0%	0.0%	0.0%	46.2%	25.0%	0.0%	0.0%	15.5%	3.9%
	FY 01 #	275	216	38	5	4	3	1	7	0	0	1	231	44
	% of 01 Total	6.7%	78.5%	13.8%	1.8%	1.5%	1.1%	0.4%	2.5%	0.0%	0.0%	0.4%	84.0%	16.0%
	FY 02 #	285	220	42	5	4	3	2	7	1	0	1	235	50
	% of 02 Total	6.8%	77.2%	14.7%	1.8%	1.4%	1.1%	0.7%	2.5%	0.4%	0.0%	0.4%	82.5%	17.5%
Mission Related Occupational Category Totals	Diff. of 01/02 #s	10	4	4	0	0	0	1	0	1	0	0	4	6
	% Diff. of 01/02 #s	3.6%	1.9%	10.5%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	1.7%	13.6%
	FY 01 #	4111	3398	335	100	46	89	11	84	21	25	2	3696	415
	% of 01 Total	44.5%	82.7%	8.1%	2.4%	1.1%	2.2%	0.3%	2.0%	0.5%	0.6%	0.0%	89.9%	10.1%
	FY 02 #	4193	3437	356	106	49	91	13	90	24	25	2	3749	444
Totals	% of 02 Total	100.0%	82.0%	8.5%	2.5%	1.2%	2.2%	0.3%	2.1%	0.6%	0.6%	0.0%	89.4%	10.6%
	Diff. of 01/02 #s	82	39	21	6	3	2	2	6	3	0	0	53	29
EEOC FORM 569	% Diff. of 01/02 #s	2%	1%	6%	6%	7%	2%	18%	7%	14%	0%	0%	1%	7%

APPENDIX C

2002 ACCOMPLISHMENTS BY GRADE GROUPINGS

Grade Range	Fiscal Year	Total Employees	White		Black		Hispanic		Asian American/ Pacific Islander		American Indian/ Alaskan Native		Totals	
			Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women
GS 1-4	FY 01 #	34	12	12	1	2	2	1	1	0	1	2	17	17
	% of 01 Total	0.7%	35.3%	35.3%	2.9%	5.9%	5.9%	2.9%	2.9%	0.0%	2.9%	5.9%	50.0%	50.0%
	FY 02 #	43	13	20	1	3	1	2	0	0	2	1	17	26
	% of 02 Total	0.9%	30.2%	46.5%	2.3%	7.0%	2.3%	4.7%	0.0%	0.0%	4.7%	2.3%	39.5%	60.5%
	Diff. of 01/02 #s	9	1	8	0	1	-1	1	-1	0	1	-1	0	9
GS 5-8	% Diff. of 01/02 #s	26.5%	8.3%	66.7%	100.0%	50.0%	-50.0%	*****	100.0%	0.0%	100.0%	-50.0%	0.0%	52.9%
	FY 01 #	369	78	201	12	41	2	14	3	13	0	5	95	274
	% of 01 Total	7.8%	21.1%	54.5%	3.3%	11.1%	0.5%	3.8%	0.8%	3.5%	0.0%	1.4%	25.7%	74.3%
	FY 02 #	389	92	195	12	47	4	16	5	12	1	5	114	275
	% of 02 Total	8.1%	23.7%	50.1%	3.1%	12.1%	1.0%	4.1%	1.3%	3.1%	0.3%	1.3%	29.3%	70.7%
GS 9-12	Diff. of 01/02 #s	20	14	-6	0	6	2	2	2	-1	1	0	19	1
	% Diff. of 01/02 #s	5.4%	17.9%	-3.0%	0.0%	14.6%	*****	14.3%	66.7%	-7.7%	0.0%	100.0%	20.0%	0.4%
	FY 01 #	2153	1677	229	64	39	56	11	40	11	22	4	1859	294
	% of 01 Total	45.8%	77.9%	10.6%	3.0%	1.8%	2.6%	0.5%	1.9%	0.5%	1.0%	0.2%	86.3%	13.7%
	FY 02 #	2140	1646	238	68	40	54	14	43	13	21	3	1832	308
GS/GM 13-15	% of 02 Total	44.5%	76.9%	11.1%	3.2%	1.9%	2.5%	0.7%	2.0%	0.6%	1.0%	0.1%	85.6%	14.4%
	Diff. of 01/02 #s	-13	-31	9	4	1	-2	3	3	2	-1	-1	-27	14
	% Diff. of 01/02 #s	-0.6%	-1.8%	3.9%	6.3%	2.6%	-3.6%	27.3%	7.5%	18.2%	-4.5%	-25.0%	-1.5%	4.8%
	FY 01 #	2114	1765	161	48	29	39	3	51	12	5	1	1908	206
	% of 01 Total	44.9%	83.5%	7.6%	2.3%	1.4%	1.8%	0.1%	2.4%	0.6%	0.2%	0.0%	90.3%	9.7%
Executive Levels	FY 02 #	2199	1824	176	51	31	41	3	52	15	5	1	1973	226
	% of 02 Total	45.7%	82.9%	8.0%	2.3%	1.4%	1.9%	0.1%	2.4%	0.7%	0.2%	0.0%	89.7%	10.3%
	Diff. of 01/02 #s	85	59	15	3	2	2	0	1	3	0	0	65	20
	% Diff. of 01/02 #s	4.0%	3.3%	9.3%	6.3%	6.9%	5.1%	0.0%	2.0%	25.0%	0.0%	0.0%	3.4%	9.7%
	FY 01 #	29	25	1	1	1	1	0	0	0	0	0	27	2
Executive Levels	% of 01 Total	0.6%	86.2%	3.4%	3.4%	3.4%	3.4%	0.0%	0.0%	0.0%	0.0%	0.0%	93.1%	6.9%
	FY 02 #	32	27	1	2	1	1	0	0	0	0	0	30	2
	% of 02 Total	0.7%	84.4%	3.1%	6.3%	3.1%	3.1%	0.0%	0.0%	0.0%	0.0%	0.0%	93.8%	6.3%
	Diff. of 01/02 #s	3	2	0	1	0	0	0	0	0	0	0	3	0
	% Diff. of 01/02 #s	10.3%	8.0%	0.0%	100.0%	*****	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	11.1%	*****

APPENDIX C 2002 ACCOMPLISHMENTS BY GRADE GROUPINGS

Grade Range	Fiscal Year	Total Employees	White		Black		Hispanic		Asian American/ Pacific Islander		American Indian/ Alaskan Native		Totals	
			Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women
Blue Collar	FY 01 #	5	5	0	0	0	0	0	0	0	0	0	5	0
	% of 01 Total	0.1%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%
	FY 02 #	5	5	0	0	0	0	0	0	0	0	0	5	0
	% of 02 Total	0.1%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%
	Diff. of 01/02 #s	0	0	0	0	0	0	0	0	0	0	0	0	0
Grade Range Totals	% Diff. of 01/02 #s	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
	FY 01 #	4704	3562	604	126	112	100	29	95	36	28	12	3911	793
	% of 01 Total	100.0%	75.7%	12.8%	2.7%	2.4%	2.1%	0.6%	2.0%	0.8%	0.6%	0.3%	83.1%	16.9%
	FY 02 #	4808	3607	630	134	122	101	35	100	40	29	10	3971	837
	% of 02 Total	100.0%	75.0%	13.1%	2.8%	2.5%	2.1%	0.7%	2.1%	0.8%	0.6%	0.2%	82.6%	17.4%
Grade Range Totals	Diff. of 01/02 #s	104	45	26	8	10	1	6	5	4	1	-2	60	44
	% Diff. of 01/02 #s	2.2%	1.3%	4.3%	6.3%	8.9%	1.0%	20.7%	5.3%	11.1%	3.6%	-16.7%	1.5%	5.5%

EEOC FORM 569

APPENDIX D

DISTRIBUTION OF EEO GROUPS AND COMPARISON BY PATCOB AS OF SEPTEMBER 30, 2002

Occupational Category	Fiscal Year	Total Employees	White		Black		Hispanic		Asian American/ Pacific Islander		American Indian/ Alaskan Native	
			Men	Women	Men	Women	Men	Women	Men	Women	Men	Women
Professional	FY 02 #	2815	2351	250	46	29	53	8	54	14	8	2
	%	58.5%	83.5%	8.9%	1.6%	1.0%	1.9%	0.3%	1.9%	0.5%	0.3%	0.1%
	NCLF %											
	Diff. of 02 %/NCLF %		54.7%	30.3%	2.4%	3.2%	2.1%	1.4%	3.5%	1.9%	0.2%	0.2%
Administrative			28.8%	-21.4%	-0.8%	-2.2%	-0.2%	-1.1%	-1.6%	-1.4%	0.1%	-0.1%
	FY 02 #	645	384	125	44	36	11	9	20	13	2	1
	%	13.4%	59.5%	19.4%	6.8%	5.6%	1.7%	1.4%	3.1%	2.0%	0.3%	0.2%
	NCLF %											
Technical			42.1%	40.4%	3.6%	5.3%	2.6%	2.6%	1.4%	1.4%	0.3%	0.3%
	Diff. of 02 %/NCLF %		17.4%	-21.0%	3.2%	0.3%	-0.9%	-1.2%	1.7%	0.6%	0.0%	-0.1%
	FY 02 #	1194	841	193	40	21	33	13	24	8	17	4
	%	24.8%	70.4%	16.2%	3.4%	1.8%	2.8%	1.1%	2.0%	0.7%	1.4%	0.3%
Clerical												
	NCLF %											
	Diff. of 02 %/NCLF %		36.1%	42.9%	3.6%	6.6%	3.2%	3.4%	1.9%	1.6%	0.4%	0.4%
			34.3%	-26.7%	-0.2%	-4.8%	-0.4%	-2.3%	0.1%	-0.9%	1.0%	-0.1%
Other White Collar	FY 02 #	82	3	36	1	33	0	3	0	4	0	2
	%	1.7%	3.7%	43.9%	1.2%	40.2%	0.0%	3.7%	0.0%	4.9%	0.0%	2.4%
	NCLF %											
	Diff. of 02 %/NCLF %		14.0%	63.4%	2.8%	9.6%	1.7%	5.2%	0.8%	1.9%	0.1%	0.5%
Blue Collar			-10.3%	-19.5%	-1.6%	30.6%	-1.7%	-1.5%	-0.8%	3.0%	-0.1%	1.9%
	FY 02 #	67	23	26	3	3	4	2	2	1	2	1
	%	1.4%	34.3%	38.8%	4.5%	4.5%	6.0%	3.0%	3.0%	1.5%	3.0%	1.5%
	NCLF %											
			67.6%	11.2%	9.7%	3.2%	4.8%	1.0%	1.2%	0.3%	0.9%	0.2%
	Diff. of 02 %/NCLF %		-33.3%	27.6%	-5.2%	1.3%	1.2%	2.0%	1.8%	1.2%	2.1%	1.3%
	FY 02 #	5	5	0	0	0	0	0	0	0	0	0
	%	0.1%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
	NCLF %											
	Diff. of 02 %/NCLF %		65.4%	9.8%	9.1%	2.2%	8.7%	1.5%	1.7%	0.5%	0.8%	0.2%
			34.6%	-9.8%	-9.1%	-2.2%	-8.7%	-1.5%	-1.7%	-0.5%	-0.8%	-0.2%

EEOC FORM 569

APPENDIX E

DISTRIBUTION OF EEO GROUPS AND COMPARISON BY MISSION-RELATED OCCUPATIONS AS OF SEPTEMBER 30, 2002

Mission-Related Occupations	Fiscal Year	Total Employees	White		Black		Hispanic		Asian American/ Pacific Islander		American Indian/ Alaskan Native	
			Men	Women	Men	Women	Men	Women	Men	Women	Men	Women
Meteorologist Series 1340	FY 02 #	2296	1966	179	34	20	42	6	33	9	6	1
	%	54.8%	85.6%	7.8%	1.5%	0.9%	1.8%	0.3%	1.4%	0.4%	0.3%	0.0%
	NCLF %		80.0%	10.6%	2.9%	0.8%	1.3%	0.8%	2.6%	0.7%	0.4%	0.0%
	Diff. of 02 %/NCLF %		5.6%	-2.8%	-1.4%	0.1%	0.5%	-0.5%	-1.2%	-0.3%	-0.1%	0.0%
Meteorologist Technician Series 1341	FY 02 #	594	477	50	19	6	17	1	12	1	11	0
	%	14.2%	80.3%	8.4%	3.2%	1.0%	2.9%	0.2%	2.0%	0.2%	1.9%	0.0%
	NCLF %		54.1%	24.7%	4.3%	3.0%	4.0%	2.2%	4.4%	2.4%	0.4%	0.2%
	Diff. of 02 %/NCLF %		26.2%	-16.3%	-1.1%	-2.0%	-1.1%	-2.0%	-2.4%	-2.2%	1.5%	-0.2%
Electronics Engineer Series 855	FY 02 #	68	48	5	5	1	2	0	5	1	1	0
	%	1.6%	70.6%	7.4%	7.4%	1.5%	2.9%	0.0%	7.4%	1.5%	1.5%	0.0%
	NCLF %		76.8%	7.6%	3.2%	0.9%	2.8%	0.4%	6.9%	1.0%	0.2%	0.0%
	Diff. of 02 %/NCLF %		-6.2%	-0.2%	4.2%	0.6%	0.1%	-0.4%	0.5%	0.5%	1.3%	0.0%
Electronics Technician Series 856	FY 02 #	384	324	15	14	1	15	0	8	1	6	0
	%	9.2%	84.4%	3.9%	3.6%	0.3%	3.9%	0.0%	2.1%	0.3%	1.6%	0.0%
	NCLF %		70.4%	10.1%	5.5%	1.7%	4.9%	1.0%	4.8%	0.9%	0.4%	0.1%
	Diff. of 02 %/NCLF %		14.0%	-6.2%	-1.9%	-1.4%	-1.0%	-1.0%	-2.7%	-0.6%	1.2%	-0.1%
Physical Scientist Series 1301	FY 02 #	100	72	15	1	2	3	0	6	1	0	0
	%	2.4%	72.0%	15.0%	1.0%	2.0%	3.0%	0.0%	6.0%	1.0%	0.0%	0.0%
	NCLF %		64.4%	25.3%	2.3%	2.3%	1.6%	0.4%	2.4%	0.8%	0.2%	0.2%
	Diff. of 02 %/NCLF %		7.6%	-10.3%	-1.3%	-0.3%	1.4%	-0.4%	3.6%	0.2%	-0.2%	-0.2%
Information Technologist Series 334/2210	FY 02 #	466	330	50	28	15	9	4	19	10	1	0
	%	11.1%	70.8%	10.7%	6.0%	3.2%	1.9%	0.9%	4.1%	2.1%	0.2%	0.0%
	NCLF %		57.5%	25.7%	3.1%	2.8%	2.3%	1.1%	4.3%	2.8%	0.2%	0.1%
	Diff. of 02 %/NCLF %		13.3%	-15.0%	2.9%	0.4%	-0.4%	-0.2%	-0.2%	-0.7%	0.0%	-0.1%
Hydrologist Series 1315	FY 02 #	285	220	42	5	4	3	2	7	1	0	1
	%	6.8%	77.2%	14.7%	1.8%	1.4%	1.1%	0.7%	2.5%	0.4%	0.0%	0.4%
	NCLF %		64.4%	25.3%	2.3%	2.3%	1.6%	0.4%	2.4%	0.8%	0.2%	0.2%
	Diff. of 02 %/NCLF %		12.8%	-10.6%	-0.5%	-0.9%	-0.5%	0.3%	0.1%	-0.4%	-0.2%	0.2%

PLEASE NOTE: Occupation-specific CLF data was used to determine the under-representation of mission-related occupations.

EEOC FORM 569

APPENDIX F

2002 PROMOTIONS BY PATCOB

Occupational Category	Employee Promotions	Total Employees	White		Black		Hispanic		Asian American/ Pacific Islander		American Indian/ Alaskan Native	
			Men	Women	Men	Women	Men	Women	Men	Women	Men	Women
Professional	FY 02 Promotions #	404	335	45	3	4	7	0	5	2	1	2
	FY 02 Promotions %		82.9%	11.1%	0.7%	1.0%	1.7%	0.0%	1.2%	0.5%	0.2%	0.5%
	FY 02 Employees #	2815	2351	250	46	29	53	8	54	14	8	2
	FY 02 Employees %		83.5%	8.9%	1.6%	1.0%	1.9%	0.3%	1.9%	0.5%	0.3%	0.1%
Administrative	FY 02 Promotions #	57	27	17	2	5	0	3	1	1	1	0
	FY 02 Promotions %		6.7%	4.2%	0.5%	1.2%	0.0%	0.7%	0.2%	0.2%	0.2%	0.0%
	FY 02 Employees #	645	384	125	44	36	11	9	20	13	2	1
	FY 02 Employees %		59.5%	19.4%	6.8%	5.6%	1.7%	1.4%	3.1%	2.0%	0.3%	0.2%
Technical	FY 02 Promotions #	95	64	17	4	1	3	1	4	0	1	0
	FY 02 Promotions %		15.8%	4.2%	1.0%	0.2%	0.7%	0.2%	1.0%	0.0%	0.2%	0.0%
	FY 02 Employees #	1194	841	193	40	21	33	13	24	8	17	4
	FY 02 Employees %		70.4%	16.2%	3.4%	1.8%	2.8%	1.1%	2.0%	0.7%	1.4%	0.3%
Clerical	FY 02 Promotions #	17	0	11	0	5	0	0	0	0	0	1
	FY 02 Promotions %		0.0%	2.7%	0.0%	1.2%	0.0%	0.0%	0.0%	0.0%	0.0%	0.2%
	FY 02 Employees #	82	3	36	1	33	0	3	0	4	0	2
	FY 02 Employees %		3.7%	43.9%	1.2%	40.2%	0.0%	3.7%	0.0%	4.9%	0.0%	2.4%
Other White Collar	FY 02 Promotions #	18	7	5	1	1	3	0	1	0	0	0
	FY 02 Promotions %		1.7%	1.2%	0.2%	0.2%	0.7%	0.0%	0.2%	0.0%	0.0%	0.0%
	FY 02 Employees #	67	23	26	3	3	4	2	2	1	2	1
	FY 02 Employees %		34.3%	38.8%	4.5%	4.5%	6.0%	3.0%	3.0%	1.5%	3.0%	0
Blue Collar	FY 02 Promotions #	0	0	0	0	0	0	0	0	0	0	0
	FY 02 Promotions %		0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
	FY 02 Employees #	5	5	0	0	0	0	0	0	0	0	0
	FY 02 Employees %		100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%

EEOC FORM 569

APPENDIX G
MICA Distribution of EEO Groups and Comparison by
PATCOB Categories

Occupation Category and SES	White Male	White Female	Black Male	Black Female	Hispanic Male	Hispanic Female	AA/PI Male	AA/PI Female	AI/AN Male	AI/AN Female	Total
Professional											
Agency Num	2351	250	46	29	53	8	54	14	8	2	2815
Num for Parity	1539.81	852.95	67.56	90.08	59.12	39.41	98.53	53.49	5.63	5.63	2812.19
Goal	-811.20	602.95	21.56	61.08	6.12	31.41	44.53	39.49	-2.37	3.63	-2.81
Agency %	83.50%	8.90%	1.60%	1.00%	1.90%	0.30%	1.90%	0.50%	0.30%	0.10%	100.00%
Natl CLF %	54.70%	30.30%	2.40%	3.20%	2.10%	1.40%	3.50%	1.90%	0.20%	0.20%	99.90%
U.I Index	152.65%	29.37%	66.67%	31.25%	90.48%	21.43%	54.29%	26.32%	150.00%	50.00%	100.10%
Administrative											
Agency Num	384	125	44	36	11	9	20	13	2	1	645
Num for Parity	271.55	260.58	23.22	34.19	16.77	16.77	9.03	9.03	1.94	1.94	645.00
Goal	-112.46	135.58	-20.78	-1.82	5.77	7.77	-10.97	-3.97	-0.06	0.94	0.00
Agency %	59.53%	19.38%	6.82%	5.58%	1.71%	1.40%	3.10%	2.02%	0.31%	0.16%	100.00%
Natl CLF %	42.10%	40.40%	3.60%	5.30%	2.60%	2.60%	1.40%	1.40%	0.30%	0.30%	100.00%
U.I Index	141.41%	47.97%	189.49%	105.31%	65.59%	53.67%	221.48%	143.96%	103.36%	51.68%	100.00%

APPENDIX G
MICA Distribution of EEO Groups and Comparison by
PATCOB Categories

Occupation Category and SES	White Male	White Female	Black Male	Black Female	Hispanic Male	Hispanic Female	AA/PI Male	AA/PI Female	AI/AN Male	AI/AN Female	Total
Technical											
Agency Num	841	193	40	21	33	13	24	8	17	4	1194
Num for Parity	431.03	512.23	42.98	78.80	38.21	40.60	22.69	19.10	4.78	4.78	1195.19
Goal	-409.97	319.23	2.98	57.80	5.21	27.60	-1.31	11.10	-12.22	0.78	1.19
Agency %	70.44%	16.16%	3.35%	1.76%	2.76%	1.09%	2.01%	0.67%	1.42%	0.34%	100.00%
Natl CLF %	36.10%	42.90%	3.60%	6.60%	3.20%	3.40%	1.90%	1.60%	0.40%	0.40%	100.10%
U.I. Index	195.11%	37.68%	93.06%	26.65%	86.37%	32.02%	105.79%	41.88%	355.95%	83.75%	99.90%
Clerical											
Agency Num	3	36	1	33	0	3	0	4	0	2	82
Num for Parity	11.48	51.99	2.30	7.87	1.39	4.26	0.66	1.56	0.08	0.41	82.00
Goal	8.48	15.99	1.30	-25.13	1.39	1.26	0.66	-2.44	0.08	-1.59	0.00
Agency %	3.66%	43.90%	1.22%	40.24%	0.00%	3.66%	0.00%	4.88%	0.00%	2.44%	100.00%
Natl CLF %	14.00%	63.40%	2.80%	9.60%	1.70%	5.20%	0.80%	1.90%	0.10%	0.50%	100.00%
U.I. Index	26.13%	69.25%	43.55%	419.21%	0.00%	70.36%	0.00%	256.74%	0.00%	487.80%	100.00%

APPENDIX G
MICA Distribution of EEO Groups and Comparison by
PATCOB Categories

Occupation Category and SES	White Male	White Female	Black Male	Black Female	Hispanic Male	Hispanic Female	AA/PI Male	AA/PI Female	AI/AN Male	AI/AN Female	Total
Other White Collar											
Agency Num	23	26	3	3	4	2	2	1	2	1	67
Num for Parity	45.29	7.50	6.50	2.14	3.22	0.67	0.80	0.20	0.60	0.13	67.07
Goal	22.29	-18.50	3.50	-0.86	-0.78	-1.33	-1.20	-0.80	-1.40	-0.87	0.07
Agency %	34.33%	+	4.48%	4.48%	5.97%	2.99%	2.99%	1.49%	2.99%	1.49%	61.19%
Natl CLF %	67.60%	11.20%	9.70%	3.20%	4.80%	1.00%	1.20%	0.30%	0.90%	0.20%	100.10%
U.I Index	50.78%	#VALUE!	46.16%	139.93%	124.38%	298.51%	248.76%	497.51%	331.67%	746.27%	61.13%
Blue Collar											
Agency Num	5	0	0	0	0	0	0	0	0	0	1
Num for Parity	0.65	0.10	0.09	0.02	0.09	0.02	0.02	0.01	0.01	0.00	1.00
Goal	-4.35	0.10	0.09	0.02	0.09	0.02	0.02	0.01	0.01	0.00	0.00
Agency %	500.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	500.00%
Natl CLF %	65.40%	9.80%	9.10%	2.20%	8.70%	1.50%	1.70%	0.50%	0.80%	0.20%	99.90%
U.I Index	764.53%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	500.50%

APPENDIX H
MICA Distribution of EEO Groups and Comparison by
Mission-Related Occupations

Occupation Category and SES	White Male	White Female	Black Male	Black Female	Hispanic Male	Hispanic Female	AA/PI Male	AA/PI Female	AI/AN Male	AI/AN Female	Total
Meteorologist- Series 1340											
Agency Num	1966	179	34	20	42	6	33	9	6	1	2296
Num for Parity	1836.80	243.38	66.58	18.37	29.85	18.37	59.70	16.07	9.18	0.00	2298.30
Goal											
	-129.20	64.38	32.58	-1.63	-12.15	12.37	26.70	7.07	3.18	-1.00	2.30
Agency %	85.63%	7.80%	1.48%	0.87%	1.83%	0.26%	1.44%	0.39%	0.26%	0.04%	100.00%
Natl CLF %	80.00%	10.60%	2.90%	0.80%	1.30%	0.80%	2.60%	0.70%	0.40%	0.00%	100.10%
U.I Index	107.03%	73.55%	51.06%	108.89%	140.71%	32.67%	55.28%	56.00%	65.33%	0.00%	99.90%
Meteorologist Technician - Series 1341											
Agency Num	477	50	19	6	17	1	12	1	11	0	594
Num for Parity	321.35	146.72	25.54	17.82	23.76	13.07	26.14	14.26	2.38	1.19	592.22
Goal											
	-155.65	96.72	6.54	11.82	6.76	12.07	14.14	13.26	-8.62	1.19	-1.78
Agency %	80.30%	8.42%	3.20%	1.01%	2.86%	0.17%	2.02%	0.17%	1.85%	0.00%	100.00%
Natl CLF %	54.10%	24.70%	4.30%	3.00%	4.00%	2.20%	4.40%	2.40%	0.40%	0.20%	99.70%
U.I Index	148.43%	34.08%	74.39%	33.67%	71.55%	7.65%	45.91%	7.01%	462.96%	0.00%	100.30%

APPENDIX H
MICA Distribution of EEO Groups and Comparison by
Mission-Related Occupations

Occupation Category and SES	White Male	White Female	Black Male	Black Female	Hispanic Male	Hispanic Female	AA/PI Male	AA/PI Female	A/IAN Male	A/IAN Female	Total
Electronics Engineer -Series 855											
Agency Num	48	5	5	1	2	0	5	1	1	0	68
Num for Parity	52.22	5.17	2.18	0.61	1.90	0.27	4.69	0.68	0.14	0.00	67.86
Goal	4.22	0.17	-2.82	-0.39	-0.10	0.27	-0.31	-0.32	-0.86	0.00	-0.14
Agency %	70.59%	7.35%	7.35%	1.47%	2.94%	0.00%	7.35%	1.47%	1.47%	0.00%	100.00%
Natl CLF %	76.80%	7.60%	3.20%	0.90%	2.80%	0.40%	6.90%	1.00%	0.20%	0.00%	99.80%
U.I Index	91.91%	96.75%	229.78%	163.40%	105.04%	0.00%	106.56%	147.06%	735.29%	0.00%	100.20%
Electronics Technician - Series 856											
Agency Num	324	15	14	1	15	0	8	1	6	0	384
Num for Parity	270.34	38.78	21.12	6.53	18.82	3.84	18.43	3.46	1.54	0.38	383.23
Goal	-53.66	23.78	7.12	5.53	3.82	3.84	10.43	2.46	-4.46	0.38	-0.77
Agency %	84.38%	3.91%	3.65%	0.26%	3.91%	0.00%	2.08%	0.26%	1.56%	0.00%	100.00%
Natl CLF %	70.40%	10.10%	5.50%	1.70%	4.90%	1.00%	4.80%	0.90%	0.40%	0.10%	99.80%
U.I Index	119.85%	38.68%	66.29%	15.32%	79.72%	0.00%	43.40%	28.94%	390.63%	0.00%	100.20%

APPENDIX H
MICA Distribution of EEO Groups and Comparison by
Mission-Related Occupations

Occupation Category and SES	White Male	White Female	Black Male	Black Female	Hispanic Male	Hispanic Female	AA/PI Male	AA/PI Female	A/IAN Male	A/IAN Female	Total
Physical Scientist -Series 1301											
Agency Num	72	15	1	2	3	0	6	1	0	0	100
Num for Parity	64.40	25.30	2.30	2.30	1.60	0.40	2.40	0.80	0.20	0.20	99.90
Goal	-7.60	10.30	1.30	0.30	-1.40	0.40	-3.60	-0.20	0.20	0.20	-0.10
Agency %	72.00%	15.00%	1.00%	2.00%	3.00%	0.00%	6.00%	1.00%	0.00%	0.00%	100.00%
Natl CLF %	64.40%	25.30%	2.30%	2.30%	1.60%	0.40%	2.40%	0.80%	0.20%	0.20%	99.90%
U.I Index	111.80%	59.29%	43.48%	86.96%	187.50%	0.00%	250.00%	125.00%	0.00%	0.00%	100.10%
Information Technologist -Series 2210											
Agency Num	330	50	28	15	9	4	19	10	1	0	466
Num for Parity	267.95	119.76	14.45	13.05	10.72	5.13	20.04	13.05	0.93	0.47	465.53
Goal	-62.05	69.76	-13.55	-1.95	1.72	1.13	1.04	3.05	-0.07	0.47	-0.47
Agency %	70.82%	10.73%	6.01%	3.22%	1.93%	0.86%	4.08%	2.15%	0.21%	0.00%	100.00%
Natl CLF %	57.50%	25.70%	3.10%	2.80%	2.30%	1.10%	4.30%	2.80%	0.20%	0.10%	99.90%
U.I Index	123.16%	41.75%	193.83%	114.96%	83.97%	78.03%	94.82%	76.64%	107.30%	0.00%	100.10%

APPENDIX H
MICA Distribution of EEO Groups and Comparison by
Mission-Related Occupations

Occupation Category and SES	White Male	White Female	Black Male	Black Female	Hispanic Male	Hispanic Female	AA/PI Male	AA/PI Female	AI/AN Male	AI/AN Female	Total
Hydrologist -Series 1315											
Agency Num	220	42	5	4	3	2	7	1	0	1	285
Num for Parity	183.54	72.11	6.56	6.56	4.56	1.14	6.84	2.28	0.57	0.57	284.72
Goal	-36.46	30.11	1.56	2.56	1.56	-0.86	-0.16	1.28	0.57	-0.43	-0.28
Agency %	77.19%	14.74%	1.75%	1.40%	1.05%	0.70%	2.46%	0.35%	0.00%	0.35%	100.00%
Natl CLF %	64.40%	25.30%	2.30%	2.30%	1.60%	0.40%	2.40%	0.80%	0.20%	0.20%	99.90%
U.I Index	119.86%	58.25%	76.28%	61.02%	65.79%	175.44%	102.34%	43.86%	0.00%	175.44%	100.10%